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OFFICIAL JOURNAL OF NALGO

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Conference agenda

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April 1952

Volume 27 Number 4

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The salaries claim again deferred

THE CLAIM for a further all-round increase in the salaries of local government officers came before a special meeting of the full National Joint Council for the service on March 20. It had earlier been considered by the Council's executive committee on February 27 when, as the General Secretary informed branches on February 29, the attitude of the employers was "stiff in the extreme." No agreement was reached beyond the decision to call a meeting of the full Council three weeks later and continue the discussion there.

After this meeting the following statement was issued :

"At a meeting on March 20, the claim of the staff side for appropriate increases in salaries for all officers within their purview was again before the National Joint Council for Administrative, Professional, Technical and Clerical Services.

The employers stated that they were not in a position to give any reply to the claim and asked for a further adjournment until 23rd April, 1952.

The staff side, after serious consideration, agreed to the request on the understanding that finality would be reached at that meeting."

From our point of view, the case for an increase is clear and inescapable. Since the last award a year ago—which fell short of what the staff side had claimed—the cost of living has increased by at least 10 per cent, and the index of wage rates by nearly the same proportion. Since June, 1947, when the present index of retail prices was introduced, the cost of living as shown by that index has advanced by no less than 32 per cent, more than double the average increase granted to General Division officers in the same period, and more than treble that granted to most of the rest. Since 1948, the national total of wages and salaries has increased by more than 25 per cent.

The case has been further strengthened by the heavy increase in fares, already imposed in London and effective throughout the rest of the country next month, and by the Budget, which, though less harsh than many had feared, must lead to further rises in living costs, especially for those in the lower ranks who benefit little, or not at all, from the tax concessions.

In general, however, the Budget seems unlikely to have so drastic an effect on NALGO members as had been expected. Its most immediate result is the heavy extra burden it will impose on those officers who are compelled to use their own cars for official business : a burden which calls for immediate and retrospective remedy by the various National Joint Councils.

Apart from this, the most disappointing feature of the Chancellor's statement was his miserly suggestion of an addition of "up to £20 a year" to public service pensions. At present, pensioners who retired before April 1, 1946, most of whom have given a lifetime of service, are allowed increases of 40 per cent on pensions up to £100 a year, 30 per cent on pensions between £100 and £200, and a maximum of £60 on pensions over £200, with nothing at all over £450. These are the rates for pensioners with dependants ; those without dependants get less, while those who retired after April 1, 1951, get no increase at all. The rates were fixed in 1947, and the pensioners have had nothing more since then, despite the 32 per cent increase in the cost of living.

As long ago as 1948, NALGO urged that these increases be advanced on a sliding scale ranging from 50 per cent on pensions up to £100 a year, to 10 per cent on pensions between £600 and £750 for pensioners with dependants. These proposals, which would have given pensioners an addition of up to £120 a year, were put to the local authority associations, to the Local Government Advisory Committee of the T.U.C., and to successive Chancellors, but without success. Now, four years later, the Chancellor suggests that the additional help "should not exceed 5s. or 7s. 6d. a week." It is to be hoped that he will think again. The Association will do its utmost to persuade him to do so.

Secession bogy laid

THE INFORMAL meeting of representatives of 16 of the bigger branches of the Association held in Birmingham in January quickly disposed of the irresponsible suggestion that they should secede from NALGO and form a separate association. Right at the start, the

meeting unanimously repudiated the proposal and agreed that NALGO could cater adequately for officers of all public authorities, of whatever size.

Though its resolutions committed nobody, the conference provided a useful platform for the airing of views and gave some pointers on the attitude of the bigger branches at Margate. There was unanimous support for immediate action to increase London weighting and extend the principle to the bigger provincial towns, for the right of big branches to send more delegates to Conference, and for a bigger rebate of subscription income to branches.

Also carried, with one abstention, was a motion favouring the presentation of consolidated motions—i.e. motions supported by several branches—to Conference. Though a motion supporting the claim to have the Charter regarded as a minimum upon which branches should be entitled to negotiate local improvements was carried, nearly half the delegates abstained from voting or voted against.

A motion calling on the N.E.C. to claim a pay increase of not less than 20 per cent and to enter into no agreement which would deprive the Association of freedom of action thereafter—an obvious reference to the plan to link salaries to the wage-rate index—was lost after two N.E.C. members had explained its approach to the problem.

Happier hospitals

MISS OLIVE MATTHEWS is a remarkable woman. Having had, like most of us, some personal experience of life in a hospital ward, she felt, also like most of us, that conditions there might be improved. But, unlike most of us, she decided to do something about it, apart from grousing to her friends. She visited many hospitals, in Holland and Africa as well as in England. She questioned doctors, matrons, and sisters. And she has now written, and published at her own expense, a little pamphlet: "Hospital Improvements. How to Improve the Daily Life of the Patient in the Ward."

The pamphlet—obtainable, at 1s. 6d., W. H. Smith, or direct from Miss Matthews at 22, Harrington Gardens, London, S.W.7—is one which every hospital officer might read with profit—to the patients if not to himself. Few of the suggestions it makes are new. But, brought together and freshly presented, they give an invaluable list of those things—small things mostly, but big in the eyes and minds of patients—which could often transform a term in hospital from one of anxiety, discomfort, and unhappiness to one of relatively comfortable and unworried restoration.

Most of the suggestions seem so obvious. It is trying to lie in bed with a bright light shining full in your eyes, to have to wait for delayed meals when you have little else to wait for, to be presented with a huge or cold meal when you have no appetite, to have to call a busy nurse when all you want is a drink of water, to be deprived of all privacy when you need it most. It is exasperating, when you desperately crave quiet, to have a loudspeaker blaring the Light programme at you through every waking hour and to have bells, telephones, lift-gates, banging doors, clip-clopping feet, and clinking cups disturbing you every few minutes throughout the night. It is intolerable, just when you have fallen asleep, to be awakened at the crack of dawn, or earlier—and three hours before breakfast—to be washed. It is annoying to have a bed-table that you cannot reach or from which, when you do reach it, everything topples every time you try to find a handkerchief. It would be pleasant, during long periods of loneliness, to see visitors more often, to have a cheerful picture to break the blank expanse of wall, and delightful to have a window-box or a bird-table outside that window which may, for weeks or months, be your only contact with the world outside.

The pamphlet deals with these points and many more—the right size and number of visitors' chairs, those miserable long waits in the out-patient department, the joy that can be given by a special tea-tray on a birthday, the mental stimulus that can be provided by even the simplest of occupations, the pleasure given by a shopping trolley to supplement the library and newspaper service, or even by a mirror fixed to the bed by which the immobile patient might see what is going on around him. Some of the suggestions call for expenditure, but many could be applied at the cost of little more than thought and effort on the part of the hospital staff. Were every hospital officer to get this pamphlet, to consider its suggestions, and to carry them out as far as possible, there can be no doubt that the comfort and happiness of patients would be materially enhanced.

More voluntary aid

SOME OF THESE SUGGESTIONS—for example, the visiting of patients who have no friends or relatives, shopping for patients, and helping them with personal or domestic problems outside the almoner's scope—could best be given effect with the aid of voluntary workers. The extension of such voluntary personal service, both in hospitals and to the sick and infirm in their own homes, is one of the recommendations made by the National Council of Social Service and the King Edward's Hospital Fund for London in a new study of the hospital service "Voluntary Service and the State" (George Barber, 7s. 6d.). Such humanitarian activities have been practised in some hospitals for many years (and were commoner in the former local authority hospitals than the writers of the report imagine), but their expansion would indeed be welcome.

More dubious is the suggestion that money be raised by voluntary means, to be used for the benefit of particular groups of patients. This might indeed provide finance for experimental activities, or to fill gaps in the public services. But, in so far as it might restrict the beneficiaries to a small group, it would run counter to the basic principle that the service should be universally available, regardless of any consideration save need. If funds are to be raised outside the official system, the state organisation must ensure that the purposes for which they are used are put at the disposal of all who need them. Only in this way would full benefit be derived from that partnership of state and voluntary service which, in the words of the report, provides the essence of the "courageous and imaginative experiment" embodied in the National Health Service Act.

Few will contest the justice of the plea that hospital boards and committees (which are the voluntary partners of the Ministry of Health) should be given a generous autonomy and should, in turn, delegate real responsibility and authority to voluntary workers associated with the hospitals. It was right that this should be stressed at a time when the central government is taking into its own hands many of the powers promised to those on the spot when the service was inaugurated.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion within the Association. Unless the fact is stated, therefore, views advanced, whether in the editorial columns or in signed articles, should not necessarily be regarded as expressing the considered policy of the Association.

Preliminary agenda for conference

EETING IN London on March 15, he National Executive Council approved s annual report for 1951 (copies of hich were sent to branches on March 31) nd the arrangements for this year's onference.

Conference will be held at the Winter iardens, Margate, from Tuesday, June 0, to Friday, June 13, inclusive. On the Monday, there will be the customary eetings of delegates from health, elec-icity, gas, and transport services and of ranch education secretaries, public lations officers, and magazine editors.

Below, we publish the preliminary genda, with the names of those sub-itting notices of motion in italics. mendments must reach Headquarters efore 5.0 p.m. on Tuesday, April 15, nd will be published in the May L.G.S." The agenda is subject to o-ordination and consolidation by the genda committee.

Opening of Conference.

To approve as a correct record the minutes of the proceedings of the Conference held on June 12 to 15, 1951.

Benevolent and orphan fund—announcement of amounts received from districts and winners of trophies and diplomas.

President's address.

Appointment of scrutineers.

Honorary treasurer's financial statements.

ssociation's auditors

National Executive Council : That essrs. Jackson, Pixley & Co., Chartered ccountants, of Kent House, Telegraph reet, London, E.C.2, be appointed the ssociation's auditors for the year 1952 d that a fee of eight hundred and enty-five guineas (£918 15s. 0d.) be id to them for their services.

onference agenda

West Midland District Committee and istol Electricity Branch : That where notice of motion has been submitted hich the agenda committee treats as an endment to another motion on the me subject, then, in the event of the otion being withdrawn, the amendment ay stand as an original motion.

Salaries anomalies

9. *Islington Branch :* That paragraph 21 be referred back.

NOTE : The paragraph referred to deals with the following motion submitted to the 1951 Conference :

That in view of the regulations and syllabus published by the Local Government Examinations Board, this Conference instructs the National Executive Council to press for the removal of the unfavourable comparison of the A.P.T. I and Clerical Grades which arises from the 1948 Arbitration Award, provided that this will not detrimentally affect the Clerical Grade.

Restriction of membership

10. *Surbiton Branch :* That this Conference is of the opinion that the time has now come to consider the desirability of re-establishing the former status of the Association as one for local government officers alone, and that any form of federation with the other sections, i.e. health, gas, electrical, etc., should be at the highest level only.

Secession of membership

11. *Birmingham Branch :* That this Conference deplores any breakaway from the Association by any section or sections of the membership, believing that there is ample opportunity for the expression of any minority opinion within the Association.

Recruitment

12. *Bradford Branch :* That this Conference calls upon the National Executive Council to take more positive steps to secure 100 per cent membership.

Water services staff—organisation

13. *Metropolitan District Committee and Colne Valley Water Branch :* That this Conference deplores the lack of initiative shown in recruiting the staffs of the water industry and requests that immediate action be taken by the National Executive Council to organise the staffs of this industry on a national basis.

Water services staff—recognition

14. *Waterworks, Snodland Branch :* That this Conference deplores the neglect of the small section of NALGO formed by the staffs of privately owned water companies and instructs that due recognition of this section be accorded in all Headquarters and other official NALGO publications.

Whitley machinery

15. *Edinburgh Branch :* That the National Executive Council take immediate steps to bring all local authority members of NALGO within the scope of one National Joint Council for conditions of service and salary scales.

Parity of service conditions

16. *Lancashire County and Birkenhead and District Health Services Branches :* That Conference instructs the National Executive Council to begin an immediate campaign to secure parity of leave, salaries and pensions for local government officers and staffs of nationalised services with the civil service.

Rising cost of living

17. *Liverpool Branch :* That this Conference calls attention to the fact that, due to rising living costs, benefit from our last salary award has been virtually eliminated. Conscious of the growing concern of our members it urges H.M.Government to take decisive steps to arrest the rise in the cost of living.

Salaries increase

18. *Bolton and District, Huddersfield, Islington, Keighley, and Wanstead and Woodford Branches :* That the National Executive Council take immediate action to secure a substantial all-round increase in salaries to compensate for the continued increase in the cost of living.

19. *Salisbury Branch :* That this Conference considers that the salary award of the National Joint Council on April 24, 1951, was both unrealistic and inadequate and instructs the National Executive Council to make an immediate claim for an all-round salary increase of 20 per cent.

20. *Glasgow Branch :* That the National Executive Council be instructed to make application as soon as possible for an all-round increase in salaries of not less than 20 per cent or such other figure as will bring salary standards into line with the increased cost of living since June 1947, and that no agreement be entered into which will deprive the Association of its freedom of action thereafter.

21. *Farnham Branch :* That this branch views with concern the rising cost of living, and the consequent hardship caused to many of its members, and in this connection urges the National Executive Council to take energetic steps to see that an all-round increase is made to all officers in receipt of less than £1,000 per annum.

Health service—salaries increase

22. *Dartford and District Hospitals and Health Services Branch :* That the NALGO representatives on the Administrative and Clerical Staffs Council of the Whitley Councils for the Health Services be instructed to press for the award of a cost of living increase as an addition to the scales laid down in circular H.M.C. (48)2, the award to be made retrospective to January 1, 1951, impartially and unconditionally to all hospital administrative and clerical staffs and assimilation to the

scales laid down in A.C. Circular No. 17 to be on the basis of the revised salaries (i.e. inclusive of the cost of living allowance).

23. *Clwyd and Deeside Hospitals Branch :* That this branch is of the opinion that the rise in the cost of living affects all grades of staff, its impact being greatest on the lower paid members. All increases in salaries and regradings affecting hospital and group headquarters staff should therefore be made to a uniform date, and January 1, 1949, being the effective date of A.C. Circular No. 3, is suggested.

Salaries—rising cost of living

24. *Solihull Branch :* That this Conference instructs the National Executive Council to take all necessary action to ensure that the salaries of all members of the Association keep in step with the ever-increasing cost of living.

25. *Wanstead and Woodford Branch :* That this Conference instructs the National Executive Council to submit applications for increases in salaries whenever the cost of living index rises five points more than its level at the time of lodging the previous pay claim.

Salaries—lump sum increases

26. *Metropolitan District Committee and Acton Branch :*

(i) That Conference is of the opinion that the granting of lump sum increases of standard amounts is not the proper method of adjusting salaries in relation to variations in the cost of living ;

(ii) that a dangerous precedent has been set by the acceptance of lump sum increases ; and

(iii) that the National Executive Council be instructed to press for increases on the percentage basis in all future negotiations.

Salaries—freedom from wage indices

27. *Guildford and District, Islington, and Bristol Electricity Branches :* That this Conference is opposed to a policy whereby the salaries of its members are tied to the Ministry of Labour's Index of Weekly Wage Rates or any other index and instructs the National Executive Council to take all possible steps to keep the salary scales from any such limitation.

Application of salary awards to protected officers

28. *Surrey Electricity Branch :* That this Conference instructs the National Executive Council to secure that the benefit of any future salary awards shall apply in full to those officers in respect of preserved salaries and conditions of service.

Salaries—reduction of differential

29. *Northmet Electricity and Kent County Branches :* That this Conference views with dismay the levelling down process which is taking place in negotiations for new wage rates for local government officers and officers in the other services, whereby the differential between the higher and lower grades is being continuously reduced, and directs that our negotiators should strongly resist such tendencies in all future negotiations.

Retrospective application of salary awards

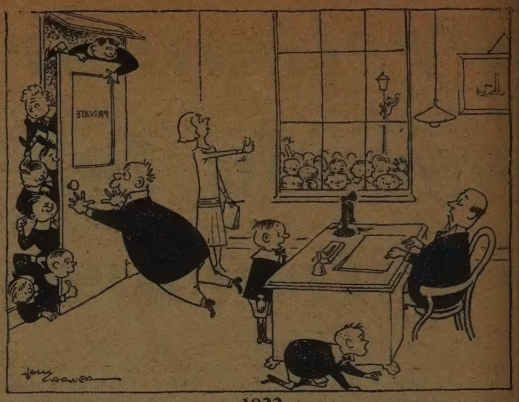
30. *Berks County and Midlothian and District Branches :* That this Conference instructs the National Executive Council to claim that any future salary awards be made retrospective to the date of submission of the application to the appropriate body.

Equal pay for equal work

31. *Glasgow and Islington Branches :* That this Conference requests the National Executive Council to continue to co-operate in campaigning with all other interested bodies until the principle of "equal pay for equal work" is applied throughout all grades of the service.

Junior entrants

32. *Metropolitan District Committee and Leyton Branch :* That this Conference is deeply concerned at the lack of junior entrants to the local government service, and submits that a revision of the salary scales be carried out immediately so as to attract officers of the right calibre and to offer greater inducement to them to obtain the professional qualifications considered necessary for the efficient discharge of the duties of their offices.



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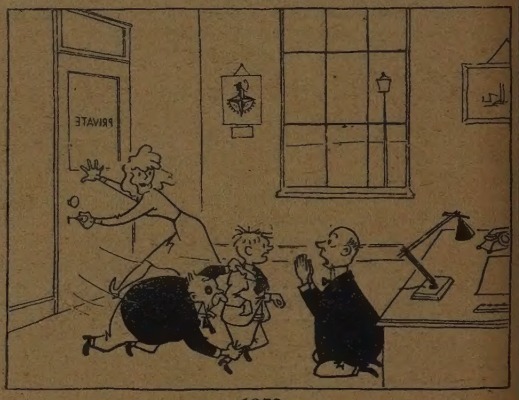

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33. *Southampton Branch :* That in view of the difficulty in recruiting junior entrants to the local government service, which has led to a lowering of the educational standard for entry, the National Executive Council be instructed to press for the addition to the National Scheme of Conditions of Service, paragraph 8, of a national system of compulsory release with pay for all junior entrants up to 18 years of age for one day a week or its equivalent, for their attendance at establishments for further education in order to continue their general education and to foster their progress in clerical, administrative, technical or professional studies, so gaining for young local government officers the same privilege and encouragement as are already granted to young civil servants and thousands of young employees of private and public undertakings.

Post-entry training — financial assistance

34. *Bristol and District Branch :* That this Conference instructs the National Executive Council to endeavour to secure the deletion of the following sub-paragraph of paragraph 8 of the Charter:

It shall be a condition precedent to a grant, that an officer may be required to undertake to remain in the service of the employing authority for a period of two years from the date on which a qualification is obtained, always provided there is available a post requiring the qualifications which the officer has secured, etc.

35. *Liverpool Branch :* That this Conference instructs the National Executive Council to formulate a scheme providing financial assistance in post entry training for incorporation in the Scheme of Conditions of Service for the Miscellaneous classes of officers.

Maximum salaries—General division

36. *Gateshead and Hull and District Branches :* That this Conference instructs the National Executive Council to press for a further reduction of the age at which a General division officer reaches his maximum salary, and that the National Executive Council treat this matter with the utmost urgency.

37. *Keighley Branch :* That Conference instructs the National Executive Council to press for the amendments to the Charter for General division so as to provide for the maximum to be reached at 26 years of age instead of 30 years of age as it is at present.

Revision of General division scales

38. *Sheffield Municipal Officers' Guild :* That the salary scales in the General division be so revised as to provide an adequate increase at adult age, and for the maxima to be reached at the age of 26 years, in the following manner :

Age	*Salary*	*Age*	*Salary*
16	£150	22	£325
17	165	23	350
18	180	24	375
19	200	25	400
20	220	26	425
21	300		

39. *Durham C.C. Branch :* That in view of the anomalies caused by the system of " wage for age " existing under the present General division salary scale, the National Executive Council be instructed to take steps to secure the abolition of this scale and one similar to the following be substituted :

A.—Office Youths, Junior Clerks, and Typists

	Male		*Female*	
Age	*Salary*	*An. Inc.*	*Salary*	*An. Inc.*
16	£150	£20	£120	£16
17	170	20	136	16
18	190	20	152	16
19	210	20	168	16
20	230	—	184	—

B.—General Division

Male		*Female*	
Salary	*Ann. Inc.*	*Salary*	*Ann. Inc.*
£325	£20	£260	£16
345	20	276	16
365	20	292	16
385	20	308	16
405	20	324	16
425	—	340	—

Upon attaining the age of 21, all employees in section A would automatically come under section B. In this section increments would be granted for years of service in the grade, so that no matter what the age of an employee on entry, 5 years' service would be required before the maximum was reached.

40. *West Hartlepool Branch :* That the National Executive Council be instructed to abolish the payment by age system of the General division salary scale, and substitute a General grade commencing, at age 21, at £300 per annum × £25 to £425 ; in which increments would be granted for years of service in the grade, so that no matter what the age of an employee on entry, five years' service would be required before the maximum was reached ; and that a junior grade be substituted for the present lower stages of the General division scale, commencing at £150 per annum at age 16 × £25 to £250 at age 20 ; juniors to progress from junior grade to General grade at age 21.

Increments—date of payment

41. *Warwickshire C.C. Branch :* That this Conference instructs the National Executive Council to secure the deletion of the words " following that " from paragraph 23(a) of the Scheme of Conditions of Service.

NOTE : Paragraph 23(a) of the Scheme of Conditions of Service reads : " In the General Division increments are payable from the first day of the pay period following that in which the officer attains the stated age."

Revision of salary grades

42. *Metropolitan District Committee and Ealing Branch :* That this Conference instructs the National Executive Council to instruct the NALGO members on the staff side of the National Joint Council to negotiate for the removal of all overlapping in the salary scales and an increase in the value of the annual increments, without detriment to the existing salaries of officers.

43. *Bucks County Branch :* That this Conference directs the National Executive Council to formulate and to present as soon as possible to the National Joint Council, through the staff side, new scales of salaries, fewer in number than at present, which will provide for higher annual increments, as the value of the present increments has been reduced by reason of the fall in the purchasing power of the pound.

44. *Liverpool Branch :* That this Conference instructs the National Executive Council to press for a revision of the A.P.T. grades with a view to :

(a) reducing the number of grades to cover the same range of salaries ;
(b) eliminating the existing overlapping in the grades.

45. *Metropolitan District Committee and East Barnet Branch :* That this Conference is of opinion that a revision of the salary scales in the Charter is long overdue and that the staff side be instructed to review the position immediately and to make recommendations to the National Joint Council with a view to :

(a) shortening the General division ;
(b) amalgamating the Clerical divisions ;
(c) reducing the number of A.P.T. grades and increasing the number of increments in them and the gaps between the grades.

46. *Metropolitan District Committee and Middlesex Branch :* That the National Executive Council be instructed to negotiate for the extension of all administrative, professional, technical, and clerical grades and for minimum increments of £20 per annum.

Regrading of special classes

47. *Keighley Branch :* That this Conference instructs the National Executive Council to press forward with the regradings of special classes, such as engineers and surveyors, accountancy officers in departments other than treasurers', sanitary inspectors, clerks of works, and chief officers not already dealt with by the previous joint negotiating bodies.

48. *Bristol and District Branch :* That this Conference instructs the National Executive Council to review the gradings of special classes of officers and, in particular, to press for an immediate revision of the grading of engineering, architectural, surveying and town planning assistants to a grading at least equal to that subsequently negotiated for finance staffs.

Salaries—sanitary inspectors

49. *West Ham Branch :* That in any future negotiations for national grading of the salaries of sanitary inspectors, prior consultation on all points with the Sanitary Officers' Guild should be made by NALGO.

National grading for shorthand typists

50. *Bournemouth Branch :* That this Conference requests the National Executive Council energetically to negotiate with the National Joint Council for the adoption of national grading for shorthand-typists on the same basis as that awarded for electricity staffs.

Shorthand-typists — accelerated increments

51. *Smethwick Branch :* That the National Executive Council be instructed to take the action necessary to ensure adoption by the National Joint Council of the following addition to paragraph 21 of the National Scheme of Conditions of Service :

" That where shorthand-typists, who are remunerated on General division, satisfy their respective chief officers that they have by examination attained speeds in shorthand and typing as detailed below, the employing authority shall accelerate increments to the extent indicated :

Shorthand words per min.	*Typing words per min.*	*Additional Increments*
80	40	Two
100	50	Three
Over 100	Over 50	Five

Educational policy

52. *National Executive Council :* That this Conference, recognising that the examinations for promotion and minimum qualifications now applying in the local government service are desirable features of promotion policies in other services covered by the Association's membership, stresses the need for (i) standards of entry that will attract recruits capable of preparing for professional qualifications without further preliminary examination, and (ii) satisfactory post-entry training facilities.

Examination success—increment for special merit or ability

53. *Southampton Branch :* That in view of the limited opportunities of promotion for those local government officers in the General, Clerical or lower A.P.T. grades who take the L.G.E.B. Clerical and Administrative examinations, the National Executive Council be instructed to seek the recognition of success in those examinations as special merit or ability automatically qualifying for an allowance above scale salary as provided in paragraph 23(d) of the National Scheme of Conditions of Service pending promotion to a higher grade appropriate to the examination passed.

Promotion from General division

54. *Durham C.C. Branch :* That the National Executive Council be instructed to secure the following amendments to revised paragraph 28 of the Scheme of Conditions of Service :

(a) The substitution of " or " for " and " in paragraph 1 (so that officers aged 35 or who have had 15 years' service in the local government service on April 1, 1946, be excepted and therefore eligible for promotion without an examination) ;

(b) That paragraph (d) be amended to read :

" An officer holding a substantive post in the clerical or higher clerical division at October 18, 1950, shall be eligible for transfer to the A.P.T. division and shall be deemed to be eligible for promotion in that division without examination."

55. *Metropolitan District Committee :* That, in connection with the enforcement of the revised paragraph 28 of the National Scheme of Conditions of Service, steps be taken to ascertain or estimate—(a) the annual total of vacancies in (i) the Clerical and Higher Clerical divisions, (ii) Grades I—IV of the Administrative, Professional and Technical divisions, and (iii) higher grades ; (b) the length of time it will take to provide sufficient qualified officers for these posts, after allowing for the exemptions already agreed, and normal wastage, and assuming a reasonable proportion of the eligible officers undertake the necessary studies and training ; and that the final date for the operation of paragraph 28 be fixed accordingly.

That the National Executive Council be asked to arrange for the staff side to discuss with the employers' side of the National Joint Council the steps to be taken after paragraph 28 is in full operation to ensure that all local authorities rigidly adhere thereto, not only in relation to promotions but to all appointments.

Office hours

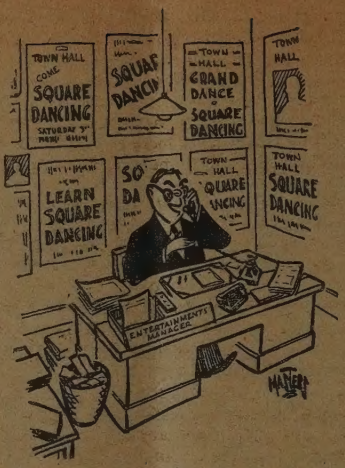
56. *Birmingham Branch :* That this Conference in order to encourage recruitment to the service instructs the Association's negotiators to seek national agreement for the introduction of the 76-hours' fortnight with alternate Saturday morning leave throughout local government.

Overtime

57. *Middlesbrough Branch :* That this Conference instructs the National Executive Council to press immediately for the amendment of paragraph 10 of the Charter to ensure that all officers covered by the National Joint Council for local authorities' A.P.T. and Clerical services are eligible for overtime payments.

58. *Hyde Branch :* That this Conference reaffirms the decision contained in minute No. 102 of Conference 1951, i.e. :

That this Conference hereby adopts the following policy in regard to all overtime worked by staffs of the local authority and public utility services and instructs the National Executive Council to adopt the



"For 'dancing' read 'bashing'—I've got my perishing 'Z' papers."

requisite measures to implement this decision :

(1) Overtime to rank for payment after completion of half an hour and all completed quarter hours to be paid for ;

(2) Payments to be at the rate of 1½ plain time rates of salary for the first 2 hours ; 1¾ plain time rates thereafter ; 1½ plain time rates for Saturday afternoon ; 2 plain time rates for Sundays and public holidays ;

(3) Ceiling for the payment of overtime to be raised from £495 to the maximum of A.P.T. VII.

59. *Bradford Branch :* That an individual officer for whom it is a special condition of employment that he shall normally work longer hours than 38 per week, shall become entitled to overtime after he has worked 38 hours.

Overtime—London weighting

60. *Metropolitan District Committee and Mitcham Branch :* That this Conference urges the staff side of the N.J.C. to press for the reversal of the decision to ignore the London weighting allowance in the calculation of overtime.

London weighting—arbitration

61. *Metropolitan District Committee and Middlesex Branch :* That no settlement of the claim for increased London weighting having been reached, this Association instructs its representatives on the staff side of the National Joint Council for Local Authorities' Administrative, Professional, Technical and Clerical Services to declare a dispute and to arrange for the claim to be submitted to arbitration.

London and provincial weighting

62. *East Midland District Committee and Birmingham and Nottingham Branches:* That the staff representatives of the various National Joint Councils and the Scottish Industrial Council be instructed to take steps to ensure that there is an immediate increase of London salary " weighting " and also an immediate extension of the system to the larger provincial towns where a similar differentiation applies in the civil service.

Provincial weighting

63. *Leeds Branch :* That Conference instructs the National Executive Council to press for immediate action to secure a favourable decision, by re-opening the matter of provincial weighting of salaries, which now stands adjourned.

Annual leave year

64. *Middlesbrough Branch :* That this Conference instructs the National Executive Council to press for the amendment of paragraph 11 of the Charter so that the annual leave period shall be from June 1 to the next succeeding May 31.

Annual Leave—General and Miscellaneous divisions

65. *Guildford and District Branch :* That the National Executive Council should take action to secure that the annual leave for members of the General division and Miscellaneous division, grades 1 and 2 be increased to 18 working days.

Annual leave

66. *Gateshead Branch :* That this Conference instructs the National Executive Council to negotiate for annual leave in accordance with the following scale :

Grades	*Days*
General Division :	
Age under 21 years	15
Age 21 years and over	18
Miscellaneous Division :	
Age under 21 years	15
Grades I to III	18
Grades IV to VI	21
A.P.T. and Clerical Divisions :	
A.P.T. I to III	18
Clerical and Higher Clerical ..	18
A.P.T. IV to VI	21
A.P.T. VIII to X	24

plus one day for each completed 5 years of local government service.

Make-up of civil pay

67. *Kent County Officers Guild :* That the National Executive Council be instructed to secure a national formula for the make-up of civilian pay under the Reserve and Auxiliary Forces (Protection of Civilian Interests) Act, 1951.

Class "Z" reservists—make-up of pay

68. *Billericay Branch :* That this Conference instructs the National Executive Council to ask the staff side of the National Joint Council to endeavour to obtain for the class " Z " reservists in addition to the 6 or 8 days' special leave with pay, that for the remaining period of their service, their pay should be made up.

Special leave—service in Forces

69. *Hyde Branch :* That this Conference instructs the National Executive Council to negotiate for the amendment of paragraph 12 of the National Scheme of Conditions of Service as follows :

Delete " volunteer "

Insert " are required to attend "
Delete " and attend "
Insert " at "
Delete the last sentence.

NOTE : The relevant portion of paragraph 12 reads : " The National Council endorses the principle that volunteer members of the Non-Regular Forces who attend summer camps should not be compelled to forego their leave either in whole or in part but should be granted leave additional to their normal annual leave. The National Council recommends local authorities to endorse this principle and to adopt the following :

to provide that officers who volunteer for service in the Auxiliary Forces and attend an annual training camp be granted, if their normal entitlement of leave is three weeks or less, the full fortnight required for annual camp as additional paid leave. Officers with a higher leave entitlement to be granted one week's additional leave for annual camp and shall be free to choose whether the second week shall count as unpaid leave additional to their normal entitlement or as part of their normal leave with pay.

The foregoing recommendation does not apply to compulsory service in the Auxiliary Forces.

Motor car allowances

70. *Wiltshire County Branch :* That in view of continually rising costs in running cars this Conference expresses its profound dissatisfaction with the present scales of travelling allowances, which were out of date when awarded, and instructs the National Executive Council to press for an immediate substantial increase.

71. *Billericay Branch :* That this Conference views with alarm the last award of the National Whitley Council relating to motor car allowances, and instructs the National Executive Council to take immediate steps to negotiate an award which will provide increases comparable to those awarded to the electricity staffs.

72. *East Sussex County Officers' Branch :* That this Conference is of opinion that the existing scales of travelling allowances are quite inadequate having regard to the increases in the cost of fuel, accessories, spare parts and maintenance, and in the price of cars, which has been aggravated by the further restrictions on the delivery of new cars.

It therefore instructs the National Executive Council to press with all possible speed for an appropriate adjustment of the scales, and for the incorporation in the scheme of an additional allowance per mile for old cars.

73. *Trent River Board Branch :* That this Conference does not accept the contention that the Essential User allowance contained in paragraph 4 of appendix B of the Scheme of Conditions of Service takes into account all the relevant factors present as at June 5, 1951, and directs the National Executive Council to secure early amendment of the said allowance in order that the same may represent the true facts obtaining at that date.

74. *Smethwick Branch :* That in view of the continually increasing cost of purchasing, maintaining and running motor cars used for official business, this Conference instructs the National Executive Council to claim an immediate increase of not less than 20 per cent on all motor car allowances.

75. *Trent River Board Branch :* That, having regard to the continued rise in costs of repairs, petrol, oil, tyres and other accessories, this Conference directs the National Executive Council to secure a " sliding scale " of mileage rates over and above the present mileage rates by the introduction of a percentage basis related to the running cost per mile of such increased costs since the date of the present mileage rates and of any future further increases (e.g. 5d. per gallon increase on petrol would—assuming 25 miles per gallon—result in an increase of 0.2 pence per mile).

76. *Trent River Board Branch :* That the present scales authorised under the Charter relate only to " casual users " and " essential users who are permitted to use their own cars " on the authority's business, and that as many local authorities make it a condition of service that certain officers shall be required to provide a car, this Conference directs the National Executive Council to secure a third type of motor car allowance to cover expenses incurred by those officers whose

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conditions of service make it necessary for them to provide a car; and that the standing charges under such third type of allowance shall not be subject to the deduction of one fifth.

Motor car allowances—London area

77. *Lambeth Branch:* That the National Executive Council do instruct the NALGO members of the staff side of the National Joint Council to submit an application to that Council for a scheme of motor car allowances more in keeping with the special conditions obtaining in the London area, i.e. the shorter distances normally covered in the metropolis, the higher garage rents obtaining and the extra wear and tear and petrol consumption, inevitable in the congested traffic conditions in which the cars have to be driven.

Subsistence allowances and travelling expenses

78. *Education Welfare Officers' National Association:* That this Conference is of the opinion that, in view of the increased charges made for meals, especially on trains, the travelling expenses as laid down in section 19(c)(d) and (e) of the Charter be suitably increased.

Subsistence allowances—"travelling" and "outside" officers

79. *East Midland District Committee and Nottingham Branch:* That the National Executive Council be instructed to take the necessary steps to obtain the deletion of paragraph 19(e) of the Scheme of Conditions of Service and to ensure that the normal meal allowances apply in all cases.

80. *South Wales and Monmouthshire District Committee and Monmouthshire and Staffordshire County Officers' Branches:* That this Conference is of opinion that the rates of subsistence allowance paid to "travelling" or "outside" officers are inadequate and requests the National Executive Council to take such steps as may be necessary to have these allowances increased.

Staff welfare

81. *Lancashire County Branch:* That Conference asks the National Executive Council to take immediate steps to secure the insertion under paragraph 20 of Schedule of Conditions of Service of a clear definition of what is meant by the phrase "adequate provision for ensuring the welfare of the staff including the conditions under which they work," with especial reference to heating, lighting, washing facilities, ventilation, working space, staff meals, etc.

Local joint committees

82. *Sheffield Branch:* That this Conference, being conscious of the fact that many local authorities have not entered into the spirit of the National Joint Council's suggestion as contained in the preamble to the Scheme of Conditions of Service regarding the formation of local joint committees, is convinced that it is in the best interests of all local authorities and their officers that such committees be

"We shall be sorry to lose you, Miss Simpson"

formed. Conference therefore instructs the National Executive Council to take steps to secure such adjustment to the Charter as will ensure that the setting up of local joint committees shall be compulsory.

Clothing allowances

83. *Coseley Branch:* That the National Executive Council be instructed to negotiate for provision to be made in the Charter for the supply by local authorities of suitable protective clothing, or the payment of a standard allowance in lieu, to all officers who are engaged for the greater part of their working hours out of doors.

Appeals machinery

84. *Gateshead Branch:* That the National Executive Council take steps to secure the establishment of machinery through the medium of the National Joint Council to decide the right of appeal in individual cases where, in a review of establishment, the grading of a post is not varied.

85. *Metropolitan District Committee and Ealing Branch:* That this Conference instructs the National Executive Council to speed up the machinery for dealing with all appeals concerning grading and conditions of service of local government officers.

Triennial establishment reviews

86. *Southend-on-Sea Branch:* That the National Executive Council be instructed to press, through the staff side of the National Joint Council for Local Authorities Administrative, Professional, Technical and Clerical Services, for an amendment of the Charter making it obligatory upon local authorities to conduct, in consultation with representatives of their staffs, a review of the grading of their established posts coming within the Charter salary scales at least every three years, commencing with a first review to be completed within a period of three months from January 1, 1953, thus ensuring that all established posts are periodically reviewed, and by conducting the review in consultation with representative of their staffs, ensuring an exchange of views before final decisions are taken thus avoiding subsequent appeals as far as practicable.

Indemnification of officers

87. *Bristol and District Branch:* That the National Executive Council be requested to take immediate steps to have incorporated in the National Charter Conditions of Service and the Scottish Charter Conditions of Service, a provision that every officer shall be indemnified by his employer against any loss, damage, or injury arising out of and in the course of his employment.

Revision of Whitley Council machinery

88. *Metropolitan District Committee and East Barnet Branch:* That this Conference deplores the delay of the National Joint Council in dealing with salary claims and instructs the staff side to consult immediately with the employers' representatives with a view to obtaining a revision of National Joint Council procedure.

89. *Lambeth Branch:* That the National Executive Council do instruct the NALGO members of the staff side of the National Joint Council to table a motion requiring the National Joint Council and its executive committee to meet regularly once each month with a view to accelerating the consideration of urgent matters.

Local Authorities' National Joint Council—revision of constitution

90. *Metropolitan District Committee and Middlesex Branch:* That the National Executive Council be instructed to take immediate steps to obtain an amendment of the constitution of the National Joint Council for Local Authorities' Administrative, Professional, Technical and Clerical Services to enable them to make recommendations relating to scales of salaries and conditions of service of all officers of the classes dealt with by the Council on salary scales proceeding beyond £1,000 per annum, other than those coming within the purview of the Joint Negotiating Committees now dealing with salaries of certain chief officers and of town clerks and clerks.

91. *North Riding County Branch:* That the National Joint Council for Local Authorities' Administrative, Professional, Technical and Clerical Services be asked to open negotiations with a view to so altering its constitution that it may enter into negotiations to obtain salary increases for the higher A.P.T. grades equivalent to those obtained by other local government employees.

Charter as a minimum

91. *Coventry Branch:* That this Conference reiterates the policy of the Association laid down in 1946, 1948, and 1950 to regard as a minimum the Scheme of

Conditions of Service of the National Joint Council.

Strikes of other employees
93. *North East London Electricity Branch :* That, with reference to Sections (a) and (b) of paragraph 73 of the 1949 Annual Report, this Conference directs that, should the British Electricity Authority or an electricity board make and approach to NALGO to seek the services of administrative and clerical staff in order to maintain supplies, the application shall be referred to the appropriate Consultative Committee which is hereby empowered to determine on the basis of the general policy of paragraph 73, the instructions to be issued by NALGO to its members.

Reckoning of service on transfer
94. *Norfolk County Branch :* That this Conference requests the National Executive Council to seek an early amendment of the conditions of service laid down in the National Charter which will give officers transferring from the Health Service and other nationalised services, to the local government service, and vice versa, the right to count such service to determine entitlement to sick pay, holidays, etc.

Statistical research
95. *Liverpool Branch :* That Conference instructs the National Executive Council to set up a statistical organisation at Headquarters so that the staff sides of the various National Joint Councils may be provided with information on the economic conditions of members.

Sectional and professional societies
96. *Bristol and District Branch :* That Conference, while realising the need for professional or sectional associations, regrets that such associations reduce the membership and authority of NALGO. This Conference, therefore, instructs the National Executive Council to consult the Association of Local Government Engineers and Surveyors, and any similar organisation whose policy is to co-operate with and work through NALGO, to promote a joint policy, and to propose an inclusive subscription rate enabling members to participate in both associations, thereby increasing the membership both of NALGO and the sectional association concerned.

" It takes you half-an-hour to discover that I have that file myself."

Establishments—nationalised services
97. *Liverpool and District Electricity and Oldham No. 3 sub-area Electricity Branches :* That this Conference affirms the immediate need for an official establishment within the nationalised services on the lines available to local government service, and instructs the National Executive Council to utilise all its available negotiating machinery to achieve this object with the minimum of delay.

Revision of health service Whitley machinery
98. *Leeds Regional Hospital Board and N.E. Essex Hospital Services Branches :* That this Conference instructs the National Executive Council to review the joint negotiating machinery in the national health service and initiate proposals for reform which will restore the confidence of health service members in Whitleyism.

99. *Dartford and District Hospitals and Health Services and Preston Hall Hospital Branches :* That this Conference deprecates the system whereby decisions of the Whitley Council are subject to the approval of (a) the Minister of Health and (b) the Treasury under the National Health Service Act, 1946, sections 65 and 75 (para. 3), and instructs the National Executive Council to take steps to press Parliament to enact amending legislation to take away their powers to determine the salaries and conditions of service of staff in the health service and to make it obligatory on the Minister of Health to accept agreements reached by the Whitley machinery.

Health service—Whitley machinery
100. *Tottenham Group Hospital Management Committee Branch :* That the National Executive Council be requested to undertake an immediate inquiry through a research panel, into the functioning of the negotiating councils as at present constituted for the health service staffs.

Health service — implementation of Whitley awards
101. *East Suffolk Health Services Branch :* That this Conference views with concern the considerable period of delay between the notification of details of the agreements reached in regard to salaries and conditions of service of health service staffs and instructs that all possible action should be taken to ensure that details are made known to employers without delay.

Health service—salaries agreements
102. *Dartford and District Hospitals and Health Services Branch :* That the National Executive Council instructs the representatives of the staff side of the Health Service Administrative and Clerical Functional Council that any future agreements affecting the salaries wages, and conditions of service of the staff within its purview should be couched in clear and unambiguous terms, and that, with a view to ensuring the uniform application of any new salaries agreements throughout the service, the assimilation provisions should be mandatory and not at the discretion of the employing authority.

Health service—conditions of service
103. *Isle of Wight Hospitals Branch :* That this Conference views with concern the long delay in negotiating conditions of service for administrative and clerical staff employed in the health service, and instructs the National Executive Council to negotiate an agreement at the earliest possible date.

Health service—delay in salary awards
104. *Glasgow and District Health Services Branch :* That, having regard to the recent increases granted to many grades in the health service, this Conference deplores the delay in reaching a settlement regarding all grades in the service not yet dealt with and in view of the ever-soaring cost of living, urges the Association to press the matter with every means at its disposal to ensure a speedy and necessary decision being reached.

Health service—gradings
105. *Clwyd and Deeside Hospitals Branch .* That this Branch, having considered A.C. Circular No. 17, is of the opinion that the regrading of administrative and clerical staffs should have been deferred until the award relating to assistant (hospital) secretaries had been published. It is considered that, due to the lack of this information, the grading of staff may have been depressed throughout the hospital service in order to bear some relation to the present salaries of assistant secretaries, and that had the new award been known, regrading generally might have been more favourable.

Health service—salaries
106. *Clwyd and Deeside Hospitals Branch :* That the Association be pressed to promote the adoption of a scheme whereby a co-ordinating committee would promulgate scales of salary for all grades of employees in the Health Service at regular intervals of six months. Such co-ordinating council would require all functional councils to work to this fixed programme and would consider their various proposals one in relation to the other, constantly seeking to bring them into reasonable relation with each other, and ensuring that all changes arising out of variations in the cost of living shall be effective at common dates.

Health service—examinations board
107. *Tottenham Group Hospital Management Committee :* That in the opinion of this Conference, it should be the Association's policy to secure the establishment of an Examinations Board for the administrative, professional, technical and clerical staffs in the health service, similar to the Board set up for the staffs of the local government services.

Administrative posts in hospital service
103. *Haywards Heath and District Hospitals Branch :* That this Conference is

opposed to the direct entry into senior administrative posts of the hospital service of persons without substantial and long standing day to day experience of the service.

Health service—telephonists and switchboard operators

109. *Dartford and District Hospitals and Health Services Branch :* That the national representatives on the Administrative and Clerical Functional Council be instructed to press for the transfer of telephonists and switchboard operators from the Ancillary Staffs Council to the Administrative and Clerical Functional Council, and, further, that the national representatives be instructed to open negotiations for the application to telephonists and switchboard operators of scales of remuneration not less favourable than those prescribed for Grade A posts.

Health service—redundancy

110. *Preston Hall Hospital Branch :* That this Conference instructs the National Executive Council to safeguard the interests of members who are declared redundant subsequent upon a visit by the Minister of Health's visiting teams.

Water services—negotiating machinery

111. *Waterworks, Snodland Branch :* That this Conference deplores the fact that no headway has been made in setting up negotiating machinery for the staffs of privately owned water companies and reiterates with the strongest possible emphasis the instructions given to the National Executive Council at the 1948 Conference.

Road passenger transport — Whitley machinery

112. *South Lancashire Transport Branch :* That this Conference instructs the National Executive Council to expedite the forming of Whitley machinery for the staffs of company controlled road passenger transport undertakings.

Educational policy—passenger transport services

113. *Western Scottish Area Passenger Transport Branch :* That this Conference instructs the National Executive Council to formulate a scheme for expanding the education activities to embrace members in the passenger transport services.

Superannuation amendments

114. *National Executive Council :* That this Conference regrets that it has not been practicable to introduce amending legislation during the present session of Parliament to give effect to the proposals agreed with the Ministry of Housing and Local Government and the local authorities' associations and respectfully urges upon the Government that steps be taken to deal with the matter as one of the utmost urgency.

115. *Bradford Branch :* That in view of the fact that the standard of living of superannuated local government officers has materially deteriorated of late years, this Conference instructs the National Executive Council to take steps to so amend the Superannuation Act as to bring it into line with modern conditions.

116. *Birmingham Branch :* That the National Executive Council be instructed to endeavour to obtain a scheme for local authority employees comparable with the British Electricity Authority and Area Boards Superannuation Scheme, except in so far as the total additional contribution required to provide for family benefits shall be borne by the employees concerned. As the family benefits part of the electricity scheme applies at the option of each individual employee it is the intention of this motion that any comparable scheme in the local government service shall likewise be optional.

Superannuation—retirement at age 60

117. *Ilkley Branch :* That this Conference instructs the National Executive Council to take steps to secure the amendment of the Local Government Superannuation Act, 1937, in order to give all officers the option of retiring at the age of 60 years, irrespective of length of service.

118. *Plymouth Branch :* That this Conference instructs the National Executive Council to press for an amendment of the Local Government Superannuation Act, 1937, whereby women can be given the option of retiring on reaching 60 years of age.

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Superannuation—widows' and dependants' pensions

119. *Bristol and District Branch :* In view of the fact that the majority of officers will not be eligible for the maximum superannuation allowance on retirement, and by reason of the consequent reduction in the officer's own pension, only a limited number of existing officers will be in a position to take advantage of the proposed new provisions for widows' pensions now being negotiated by the N.E.C., this Conference instructs the N.E.C. to take immediate steps to secure in the proposed Bill :

(a) an optional supplementary contributory scheme to provide for widows' pensions for officers who die in the service, on the model employed by the electricity or civil staffs, or such other scheme as may be devised by an actuary as suitable for working in conjunction with the 1937 Act benefits as now to be amended (on the understanding that the additional contributions necessary will be borne by the officers concerned),

(b) a provision to secure that the refunds normally made at death be retained and used for the purpose of increasing the amount of the widows' pension and for keeping the increase in contributions to a minimum, and

(c) the removal of the good health condition in the case of officers making allocations on retirement in favour of their spouses.

Superannuation—additional option for new benefits

120. *Bristol and District Branch :* That an additional option be sought to the new benefits enumerated in Headquarters circular No. 5/LGL/25 of January 10, 1952, as follows :

Officers subject to the new benefit would be able to ask that instead of taking an annual pension plus the lump sum, the sum of the annual pension be increased by an amount equal to the actuarial value of the lump sum or the widow's pension be increased by an amount equal to the actuarial value of the lump sum or a part thereof.

Superannuation—gratuities to widows

121. *Bristol and District Branch :* That this Conference requests that an additional clause be inserted in the Superannuation provisions, to enable a local authority to grant a gratuity by way of a lump sum or periodical payments to the widow or dependant of an employee who may die in the service, not exceeding in aggregate an amount equal to twice the amount of the emoluments of the employment.

Conference further requests that the following restrictions which are embodied in so many Local Act Schemes be resisted, i.e. a gratuity may not be granted in the following circumstances :

(a) where a widow's pension is granted in pursuance of an allocation under Section 9 of the 1937 Act, and

(b) where a widow or dependant is entitled in consequence of the death of such

"They're all away at the NALGO Conference."

employee, to compensation under the Workmen's Compensation Acts, 1925 to 1943, or to death benefit under the National Insurance (Industrial Injuries) Act, 1946.

Superannuation—employment after retirement

122. *Bristol and District Branch :* That this Conference requests the National Executive Council to seek an amendment of the superannuation provisions to ensure that officers who are entitled to receive a superannuation allowance shall not suffer a reduction of their superannuation allowance or the normal rate of pay for the job if they accept further employment with a local authority, or other public authority.

Pensions (Increase) Acts, 1944 and 1947

123. *National Executive Council :* That this Conference regrets the delay in dealing with the claim submitted to the Chancellor of the Exchequer in July, 1951, and is of the opinion that there is, on grounds both of equity and hardship, an urgent need for the amendment of the Pensions (Increase) Acts, 1944 and 1947, including :

(a) improvements in the rates of pensions increase,

(b) the abolition of the means test,

(c) more favourable treatment for officers who have retired recently and are consequently entitled to a modified rate of increase only or are entitled to no increase at all.

Pensions increases

124. *Leeds Branch :* That this Conference instructs the National Executive Council to take immediate steps to secure an amendment in the rate of scales payable under the Pensions (Increase) Acts 1944 and 1947, bearing in mind the greatly increased cost of living which has taken place since the last revision of the said Acts.

Compensation

125. *National Executive Council :* That the Minister of Housing and Local Government be urged to introduce immediately and prior to any general review of the Local Government Act, 1933, compensation provisions, amendments to the compensation code laid down in the Local Government (Compensation) Regulations, 1948, to provide for :

(a) a right of appeal from a decision of a Compensation Appeal Tribunal,

(b) the inclusion of part-time officers who are not employed exclusively in the public service, and

(c) the exclusion of any increase awarded subsequent to the date of loss to meet a rise in the cost of living in applying the abatement provisions in the 1948 code in the case of an officer who has obtained alternative employment at a salary lower than that payable in respect of the office lost.

Publicity for local government

126. *National Executive Council :* That this Conference, convinced that effective democratic local government is essential to the personal wellbeing of the citizen and the health and productive efficiency of the nation, and believing that the success of local government largely depends upon popular understanding and support, urges the Minister of Housing and Local Government to encourage local authorities to make full use of their powers to develop public interest and participation in civic affairs and, with this object, to establish a permanent national advisory body on publicity for local government, to inspire and foster such activities throughout the country.

Nalgo Reconstruction Committee

127. *Ealing Branch :* That in view of the present tendency to reduce the powers of local government, this Conference instructs the National Executive Council to reconstitute the NALGO Reconstruction Committee on Local Government, and to report to the next annual Conference on the measures necessary for the strengthening of local government and local government finance.

Public relations policy

128. *Metropolitan District Committee :* That this Conference considers that the Association's efforts to increase membership, and to emphasise the value of the services to the public, would be improved if its policy was designed (a) to stimulate and maintain interest at branch level ; to intensify publicity about NALGO among members and prospective members ; and (b) to develop publicity which would attract the attention of the public towards the various services, the officers employed therein, and the Association's activities generally.

"L.G.S."

129. *Edinburgh Branch :* That this Conference considers it desirable that the use of a whole page of "L.G.S." should be allocated every month exclusively for Scottish affairs—both service and general matters—and that appropriate steps be

taken to ensure that this space is utilised to the full.

Information for members

130. *National Executive Council :* That this Conference, whilst recognising the confidential character of National Joint Council negotiations at certain stages, is of the opinion that a membership fully informed on service conditions matters is essential to the wellbeing of the Association, and accordingly instructs the N.E.C. to make such arrangements as will ensure, without prejudice to negotiations from time to time, that members are kept advised of current events.

131. *Metropolitan District Committee and Islington Branch :* That this Conference

(a) approves the principle of keeping the membership fully informed of the nature and progress of consultations and negotiations on salaries and service conditions between the staffs' and employers' sides, and considers the publication of regular and comprehensive reports in "L.G.S.," circular letters to branches, and other suitable media, on all matters which are the subject of such negotiations, to be the best method of ensuring the continued interest and confidence of members of the Association ; and

(b) calls upon the National Executive Council to ensure that this policy is implemented.

132. *Birmingham Branch :* That, in view of the general appreciation of the value of a well-informed membership, and in order to arrest the decline in the confidence of the rank and file member in the effectiveness of NALGO, the National Executive Council be instructed to institute a comprehensive system for informing the general membership of the day to day progress of outstanding negotiations in line with the procedure adopted by other trade unions.

133. *Wanstead and Woodford Branch :* That this Conference instructs the National Executive Council to circulate to branches immediately after meetings of the National Joint Council for Local Authorities' Administrative, Professional, Technical and Clerical Services full reports on progress of any negotiations in respect of salaries.

Branch weekly bulletins

134. *Islington Branch :* That this Conference reiterates the decision of the 1949 Conference which called for a continuous programme of public relations and, having regard to the fact that the strength of a trade union lies in a well-informed membership, instructs the National Executive Council to emphasise to branches the value and importance of regular and continuous publications at branch level (to supplement "L.G.S.") through the publication of a bulletin or circular, however brief, at intervals of not longer than one week.

Cuts in social services

135. *Islington Branch :* That this Conference is greatly perturbed by the cuts in social services.

Affiliation with the T.U.C.

136. *Bradford and Perth and District Gas Branches :* That this Conference instructs the National Executive Council to apply forthwith for the affiliation of the Association to the Trades Union Congress.

137. *Wanstead and Woodford Branch :* That a referendum be taken of members of the Association as to whether or not they desire NALGO to affiliate with the Trades Union Congress and that in the event of a majority of members voting being in favour of affiliation, the National Executive Council be instructed to apply immediately for affiliation to the T.U.C.

Conference agenda

138. *Guildford and District Branch :* That the National Executive Council be requested to investigate and report on the possibility of setting up some suitable machinery which will ensure that Conference can fully discuss and decide on the policy of the Association unhindered by masses of detailed resolutions, without limiting the democratic rights of the membership.

District committees for each service

139. *M.E.B. — Worcester and District Branch :* That Conference instructs the National Executive Council to ensure that provision is made whereby each section of NALGO, i.e. Electricity, Gas, etc., has its own district committee, thus obviating the necessity in the electricity industry for consultative committees.

Organisation—Scotland

140. *Edinburgh Branch :* That the National Executive Council give immediate consideration to the appointment of an additional Organisation Officer for Scotland, and to be based on the eastern side of Scotland, preferably in the capital city, covering the Border Counties, Fife, Angus, Aberdeen, Orkney, and Shetland.

Basis of subscriptions

141. *Bucks County Branch :* That, in view of the different scales of salaries operative in the local government and health and other national services, and the many changes in such scales since the present system of subscriptions was introduced and the anomalies created thereby, this Conference considers that the basis of a member's subscription should be his total salary, including bonus and fees, on the first day of the Association's financial year, except that where a member joins after that date the basis for the then current year shall be his total salary, including bonus and fees, on the first day of his membership ; that this basis be adopted, and that the National Executive Council be instructed to prepare suitable scales designed to achieve the objects desired by the introduction of the present system of subscriptions.

Subscriptions

142. *Southend-on-Sea Branch :* That this Conference directs the attention of the National Executive Council to the hardship which the new subscription rates are imposing on junior members of 18 years of age and under, and to the consequent reluctance of non-member officers of that class to come into membership of the Association, and instructs the National Executive Council to amend forthwith the subscription rates applicable to this class of member so as to provide for a 25 per cent reduction in the rates now payable, and that in order to avoid a loss of income the National Executive Council be authorised to make some adjustment in the rates of subscription applicable to members in receipt of a salary of £600 per annum and over by increasing such rates by the minimum amount necessary.

143. *Islington Branch :* That this Conference, whilst recognising the necessity for securing increased revenue, is of the opinion that the additional burden should be equitably borne by all members of the Association.

144. *Salford Branch :* That the National Executive Council be requested to consider recasting the rates of membership subscriptions, by the introduction of an intermediate scale for salaries up to £360 per annum, or by any other equitable method, so as to avoid the anomaly by which certain members are called upon to pay an increase of subscriptions substantially in excess of the average increase of subscription.

145. *Clwyd and Deeside Hospitals Branch :* That the present salary groupings forming the basis of NALGO subscriptions are too wide, resulting in inequality of contributions, and that the following scales be substituted, the salary, irrespective of grade, at November 1, being the figure on which subscriptions are based :

Salary not exceeding	£300—1s. 8d. p.m.
" " "	370—2s. 0d. "
" " "	460—2s. 6d. "
" " "	545—3s. 0d. "
" " "	620—3s. 6d. "
" " "	710—4s. 0d. "
" " "	810—4s. 6d. "
" " "	1,000—5s. 6d. "
" exceeding	1,000—6s. 6d. "

Subscriptions—health service members

146. *St. Helier and District Health Services Branch :* That in view of the fact that in the health service Grades A and B have both taken the place of the General division, the monthly rate of subscription for Grade B should be 2s. 6d. up to £440 and 3s. 4d. thereafter.

Minimum subscriptions

147. *Macclesfield and District Branch :* That the minimum subscription be reduced from 1s. 8d. to 6d. per month in respect of :

(a) Members whose sickness pay is exhausted and who are receiving no pay from their employing authority ;

(b) Members who are unpaid articled pupils ;

(c) Members who are receiving financial assistance from the NALGO Benevolent and Orphan Fund.

Subscriptions—retention by branches

148. *London Electricity (Northern) Branch :* That the percentage to be

retained by branches be increased in order to maintain the same relative income as in 1950/51.

149. *North-western and North Wales District Committee and Birmingham, Glasgow, Manchester and Sheffield Branches :* That this Conference prescribes under Rule 11(a) that the percentage of subscriptions to be retained by branches shall be 33⅓.

Subscription rebate for branch magazines or news-sheets

150. *West Midland District Committee and Coventry Branch :* That, in order to encourage the publication of branch magazines or news-sheets, this Conference agrees to the retention of an extra 5 per cent of subscription rebate, or half the cost of production, whichever be the less, by branches publishing a suitable magazine or news-sheet ; subject to the appropriate district committee being satisfied that the magazine or news-sheet merits financial assistance from the Association.

Association Rules and Constitution

151. *National Executive Council :* That the draft revised Rules and Constitution of the Association as now submitted be approved and adopted.

Title of the Association

152. *National Executive Council :* That the title of the Association be altered to "National and Local Government Officers Association," short title, "NALGO", and that the rules be amended accordingly.

153. *Surbiton Branch :* That this Conference is not in favour of any change being made in the name of the Association.

Retired members

154. *Southend-on-Sea Branch :* That the National Executive Council be instructed to consider the desirability of amending the Association's Rules so as to permit retired members to hold office either elective or ex-officio in an honorary capacity in a district committee or a branch and to report their conclusions to the next Annual Conference.

Conference representation

155. *Birmingham Branch :* That the basis of representation at the Association's Annual Conference shall be in the following proportion :

1 delegate for branches having up to 200 members
2 delegates .. .. .. 201—500 ,,
.. .. 501—1000 ,,
.. .. 1001—1500 ,,
.. .. 1501—2000 ,,
.. .. over 2000 ,,
and one additional delegate for each complete 500 members over 2000.
District committees—2 members for each district.
Sectional and professional societies—1 member for each.

Motions and amendments for Conference agenda

156. *Metropolitan District Committee :* A motion may be withdrawn or amended by a district committee, branch, sectional or professional organisation originally making it, not later than 5 p.m. on the 15th day of April. Provided that district committees, branches and sectional or professional organisations submitting amendments to motions so withdrawn shall be invited by the General Secretary to withdraw the amendments also, or submit the original motion as amended, as a motion. Should no reply be received by 5 p.m. on April 22, the amendments shall not be submitted to Conference.

Voting

157. *Hyde and Islington Branches :* That this Conference amends Draft Rule No. 70 as follows :

Delete : "and must record, as many votes as there are members of the Council" ; insert "vote for any number of candidates not in excess of the number of members" ; delete "either less or" from last sentence.

NOTE : Draft Rule No. 70 reads : Each member shall be entitled to, and must record, as many votes as there are members of the Council to be elected for his constituency, but shall not record more than one vote for any candidate. Voting papers on which are recorded either less or more than the number of votes authorised by this rule shall be deemed invalid.

Casual vacancies

158. *Metropolitan District Committee and Leyton Branch :* That Draft Rule No. 76 be varied to provide that a casual vacancy among the ordinary members of the National Executive Council be filled by the candidate not elected who received the highest number of votes in the ballot by which the retiring member was elected, and that the terms of the Rule as at present extant shall only be operative in the event of a ballot not having been held.

NOTE : Draft Rule No. 76 provides that a casual vacancy among the elected members of the Council shall be filled by holding an election in the district concerned, provided that a casual vacancy occurring between January 1 and the Annual Conference shall not be filled.

Standing Orders

159. *Birmingham Branch :* That Conference Standing Order No. 2 (in pursuance of provisions of Section (f) of Rule 27) be amended by deleting, in paragraph 1, all after the words "consisting of the . . ." and substituting the following : ". . . President for the time being (as an ex-officio member) and such number of members as is decided by Conference. This Committee shall be nominated and elected by ballot by the previous year's Conference with the proviso that one-third of this Committee shall be, and one-third shall not be, members of the National Executive Council. The main duty of this Committee shall be to co-operate with the movers of motions and amendments in order that composite motions may be obtained wherever possible."

NOTE : Conference Standing Order No. 2 reads : The final agenda to be forwarded to the representatives in pursuance of the provisions of rule 43 shall be subject to the approval of an agenda committee consisting of the following officers for the time being, viz., the President, the Vice-Presidents, the immediate Past-President, the Chairman and Vice-Chairman of the Council, and the Honorary Solicitor for England.

The agenda committee shall have power—

(a) to treat any motion on a particular subject as an amendment to any other motion on the same subject ;

(b) to treat any amendment as a motion ;

(c) to group together under one motion or amendment any motions and/or amendments which have a similar object and, in so doing, to use the phraseology, which in the opinion of the committee best expresses the object of such motions and/or amendments ;

(d) subject to the provisions of rule 43, to arrange the order of motions and amendments ; and

(e) to do all such other things as may be necessary to give effect to the foregoing provisions of this Standing Order.

169. *Hyde Branch :* That this Conference amends Standing Order 2 as follows : Delete (line 4) "President . . . for England" (line 6) ; Insert "Chairman, Senior Vice-chairman, 4 Members elected by ballot from non-Executive Committee members and the Honorary Solicitor for England."

161. *Bristol Electricity Branch :* Where a notice of motion has been submitted which the agenda committee treats as an amendment to another motion on the same subject, then, in the event of the motion being withdrawn, the amendment may stand as an original motion.

162. *Newcastle-upon-Tyne Branch :* That this Conference, being of opinion that the Annual Conference is a place where matters of policy and principle only should be decided, empowers the Conference agenda committee to reject notices of motion embracing details which in their opinion should be referred to the National Executive Council ; all such rejected notices of motion to be printed with the Conference agenda.

163. *Hyde Branch :* That this Conference amends Standing Order 5(a) as follows :

Delete all rule. Insert : "That immediately a motion has been moved and seconded, the National Executive Council shall announce whether the Council supports the motion or any amendment thereto, and that the National Executive Council speaker shall be the next speaker."

NOTE : Standing Order 5(a) reads : The following motions may be moved at any time without previous notice :

(a) That, immediately a motion is called, a member of the National Executive Council shall announce whether the Council supports or opposes the motion and any amendment thereto.

Staff Superannuation Fund rules

164. *National Executive Council :* Amendment to proviso (i) of Rule 12(2) (b). Add the words : "but this power shall not be exercised in respect of any member who entered the service of the Association on or after April 1, 1948, and who, having been given an option to make additional payments into the Fund for the purpose of having pensionable service in other employment reckonable for the purposes of these Rules, declined or neglected to make those payments."

(*Continued at foot of next page*)

Service conditions news

HEALTH

New mileage allowance scale for car users

by G. W. PHILLIPS

AT ITS LAST meeting, the General Council agreed a new scheme of mileage allowances for officers using their own motor vehicles for business journeys. The full scheme, which is effective from January 18, 1952, is set out in Circular 29, which has been sent to branches. The main provisions are:

Motor cars

	10 h.p. and below	*Over 10 h.p.*
First 2,000 miles a year	7½d.	9d.
2,001 to 7,000 „	5½d.	7½d.
Thereafter	4½d.	6d.

The "allowance year" ends on March 31.

Other vehicles

Motor-cycles of 150 c.c. or less, auto-cycles and motor assisted bicycles	2d. a mile
Motor cycles over 150 c.c. but less than 500 c.c.	3d. a mile
Cars and tri-cars of 500 c.c. or less, motor-cycle combinations, and motor cycles exceeding 500 c.c.	4d. a mile
Cars and tri-cars over 500 c.c.	Car mileage rate for 10 h.p.

These rates do not apply if the officer uses a private vehicle when public transport (rail, steamer, bus, or tram) would be appropriate. For such journeys, he is eligible for an allowance of 2d. a mile, irrespective of the type of vehicle. An allowance of ½d. a mile is payable for every passenger carried who is travelling on National Health Service business.

An officer who does not normally use his car to travel between his home and office headquarters may claim mileage allowance for the whole distance when he travels between his home and headquarters before and/or after an official journey, or journeys direct from his home to the place visited, and/or returns direct to his home from the place visited, subject to a maximum based on the return journey from his headquarters to the place visited, plus 20 miles. Ordinary mileage allowance is paid for the return journey between his headquarters and the place visited: the additional mileage (maximum 20) is paid for as follows:

(1) If the officer is a current season ticket holder for travelling between his home and headquarters—ordinary mileage allowance.

(2) If not a season ticket holder—ordinary mileage allowance less 2d. a mile.

Provision is also made in the scheme for payment of tolls, ferries, parking fees, and garaging allowance of 2s. a night for a motor car and 1s. 6d. a night for a motor cycle when the officer is necessarily absent overnight and entitled to the night subsistence allowance.

Other General Council decisions include:

Removal expenses: General Council circular No. 30 gives details of an agreement on payment of removal expenses, including the cost of removal of furniture and effects, legal expenses of house purchase and sale, miscellaneous expenses and such items as expenses involved in a preliminary visit to the new station.

Attendance of witnesses at appeal hearings: Witnesses called by an appellant organisation before regional appeals committees or appeals committees of Whitley Councils are to be granted special leave with pay, subject to the exigencies of the service (G.C. Circular 32).

National Executive Council—*continued*

The Council also confirmed the proceedings of its committees at their January meetings (reported in the February "L.G.S.") and warmly welcomed the Association's new honorary treasurer, J. RUSCOE, M.A., B.COM., city treasurer of Bradford, who was attending his first meeting of the Council.

1953 Conference at Brighton

In view of the action of Douglas (Isle of Man) borough council in rescinding its adoption of the Charter and withdrawing recognition from NALGO, the Council decided not to approve an earlier recommendation that the 1953 Conference be held at Douglas. Instead, next year's Conference will be at Brighton.

J. Ruscoe

Administrative and clerical staffs

The Whitley Council has agreed to implement the award of the Industrial Court on salaries of senior administrative staff of regional hospital boards, boards of governors, hospital management committees, and boards of management (Scotland).

Details of the salary scales and their application, which were published in the January number of "L.G.S.," are given in A.C. Circular 21, which has been issued with R.H.B. (52) 22/H.M.C. (52) 21/B.G. (52)19. Copies of all these documents have been sent to branches.

The circular also sets out the agreed descriptions of the following posts:

Regional Hospital Boards: Deputy secretary, area secretary, assistant secretary, deputy treasurer.

Hospital Management Committees and Boards of Management: Hospital secretary.

Hospital Management Committees and Boards of Governors: Deputy finance officer, deputy supplies officer.

It is recommended that the secretary of a hospital management committee or a board of management should be referred to as "group secretary" or, in Scotland, as "group secretary and treasurer."

Other agreed conditions set out in the circular which were not part of the Industrial Court award are:

London weighting: Officers employed in the Metropolitan police area shall receive the following additions to the revised salaries:

Salary	*Weighting*
Not exceeding £760 (age 20—25)	£20
„ „ (age 26 or over)	£30
£761—£800	£30
£801—£1,000	£40
Over £1,000	£50

Overtime and extra duty allowance: As from March 1, officers earning £545 or less (excluding London weighting) will be eligible for payment for overtime, and officers earning between £546 and £1,300 (excluding London weighting) will be eligible for extra duty allowances.

Annual leave: The following new leave arrangements, with effect from April 1, have been agreed:

Salary (excluding London weighting)	*No. of days leave*
Not exceeding £620	18
£621—£1,099	21
£1,100 and over	36

plus six statutory and general national holidays. Any officer already entitled to more leave under existing National Health Service conditions may keep that entitlement on a personal basis without prejudice to the new scales of leave applying when his salary on the revised scale passes £620 or £1,100 as the case may be.

Footnote

I hear that the National Federation of Hospital Officers reported a dispute to the Minister of Labour under the Industrial Disputes Order, 1951, but the report was rejected as the Federation was not competent, under the Order, to make such a report.

RANSPORT

.E.T. staffs represented n consultative committee

Y I. LANCASTER

T A MEETING of the National Con-ltative Committee on March 1, MISS E. POLE, N.E.C., was elected chair-an of the committee for the coming year, id MISS M. TOWNSON, N.E.C., vice-airman.

The committee welcomed a new member, .E. JONES, honorary secretary of idland Red Headquarters branch, who is been co-opted to the committee to present company transport staffs until nuary 31, 1953. Mr. Jones's co-option ose out of the request from district nsultative committees, considered by the mmittee at its last meeting, that the E.T. Consultative Committee — an official body composed of representa-ves from each B.E.T. company branch— ould be accorded official status within e framework of the Association. The mmittee, whilst sympathetic towards the im, had been unable to agree to it on nstitutional grounds, but had recom-ended to the National Executive Council at a representative of company passenger nsport staffs should be co-opted to rve on the national committee.

The main items of business were :

Inland Waterways staff : The committee ceived a report on the new salary scales reed for the clerical and supervisory, ofessional and technical, and engineer-g supervisory staffs of the Docks and land Waterways Executive. Details re published in the January "L.G.S."

Municipal transport inspectors : The mmittee agreed that, in view of the im which had been submitted for an crease in the salaries of local government ffs, an application for increased rates r inspectors and payment for weekend ties worked by cash clerks, depot clerks, d ticket clerks, should not yet be bmitted, it being understood that these tters were still being considered by the ff side of the local government N.J.C.'s nsport advisory committee. To help e staff side prepare its case on behalf of ese officers, more information will be eded, and branch secretaries are to be ked to complete a questionnaire. though this will probably be no easy sk, I hope that honorary secretaries will their utmost to assist us.

Company passenger transport staffs—gotiating machinery : Efforts are being ade to establish a position which, when portunity offers, will favour the Asso-ation's request for negotiating machinery r this section of transport staffs. It ay seem to some members that the com-ttee has been deliberating a long time on s problem, but thorough investigation is cessary and the committee is determined do the job properly.

The committee also received a report the position of negotiations with the managements of the B.E.T. and other companies.

Docks and Inland Waterways staff

In the January "L.G.S.," I reported that the Docks and Inland Waterways Executive was considering the position of officers receiving "protected or personal" salaries in relation to the latest increase in pay. It has since decided that all such officers covered by the National Joint Council for the Salaried Staff of Waterways Division should receive an increase applicable to the maximum of their grade under the agreement reached last November, but that their salaries should be subject to separate examination when any further applications for a general increase in salaries are submitted to the N.J.C. In this event, NALGO will, of course, take whatever action may be necessary to protect the interests of these officers.

Certain rumours have been circulating, I understand, about the salaries of officers earning more than £730, for which an application for an increase has been submitted to the Executive. I must state, therefore, that there has been no meeting between the Executive and any of the trade unions concerned, and that periodic representations have been made to the Executive on behalf of the Association's members. At the time of writing these notes, I have authority to say that the Executive has already decided on certain increases and is awaiting the result of a case at arbitration in respect of other sections of the British Transport Commission. I am confident, from discussions I have had with the Executive, that the delay in promulgating the decisions is in the interest of our members, bearing in mind that any increases granted will operate from December 3, 1951.

Scottish Group of Omnibuses

A joint consultative committee for the passenger transport industry in Scotland has been established, and J. L. ROBSON, district organisation officer, has been appointed staff side and joint secretary to the committee. This is excellent progress, and I am sure that NALGO members will continue to back the Association's representatives, both on the negotiating and the joint consultative committees.

ELECTRICITY

Hope for early agreement on 10 per cent pay claim

BY L. G. MOSER

THE CLAIM for a 10 per cent salary increase was formally presented at the meeting of the National Joint Council on March 18. Once again, the Boards are faced with applications on behalf of all three sections of employees and, understandably, have asked for time to consider the financial implications. The staff side stressed the urgency of the claim, and was assured that the Boards' reply would be given at the earliest possible date.

Car allowances

A new scheme of car allowances, to apply from April 1, 1951, has been agreed. Like the previous scheme, it provides for three classes of vehicle : Class 1—up to and including 8 h.p. or (if car registered on or after January 1, 1947) 1014 c.c. ; Class 2—exceeding Class 1 and up to and including 12 h.p. or 1475 c.c. ; and Class 3 —over 12 h.p. or 1475 c.c.

Regular users in Class 1 will receive an annual allowance of £105, in Class 2, £120, and in Class 3, £135. The mileage allowance will be 2¾d. ; 3d. ; and 3¼d. respectively.

Casual users' rates will be :

	Class 1	*Class 2*	*Class 3*
First 2,750 miles in any 12 months from April 1	6½d.	7½d.	8½d
Mileage in excess of 2,750 in that year	2¾d.	3d.	3¼d.

The agreement also provides that for each variation of 3d. in the price of petrol in London the mileage allowances will be varied by .125d. a mile. The "basic" price of petrol in London will be taken as 3s. 6d. and adjustments will be made when this price varies by 3d. either way. The Budget increases will therefore mean an increase of ·25d. in the mileage rates as from April 1.

The definitions of "regular" and "casual" users, and the provisions whereby Boards decide the authorised size of car, remain unchanged.

Managerial grades

The National Joint Managerial and Higher Executive Grades Committee met on March 5. There was considerable discussion of the staff side's claim for a 15 per cent increase on existing provisional salaries, but no decision was reached, and the Boards' members are to consider it further.

Proposals for salary scales, and their application to certain posts, have been received and discussed by the staff side. Before committing itself to either the scales, or the principles embodied in their application, however, the staff side has sought further information. This will be considered in the first place by a committee consisting of representatives of *all* the sub-committees. It is hoped by this means to hasten negotiations and to ensure co-ordination between the various grades.

Anglo-American productivity council

I was fortunate to meet the representatives of the American electricity industry, who are here to discuss common problems with the British Electricity Supply industry, and had an interesting talk with W. R. MUNGER, the national vice-president of the Utilities Workers' Union of America. He was especially interested to learn of the high level of salaries that are subject to collective negotiation in this country. In America, all grades with even minor supervisory duties are excluded from collective agreements. There are no national agreements : indeed, economic

conditions vary so much from state to state that it may never be possible to obtain them. The local agreements are normally for limited periods, and trade union officials consequently travel thousands of miles to negotiate their renewal. Mr. Munger learned with envy the comparative simplicity of our national negotiating machinery, and those who criticise it might well ponder on the alternative.

GAS SERVICE

Senior gas officers' advisory panel meets

BY G. H. NEWMAN

THE FIRST meeting, on March 7, of the advisory panel—comprising the Association's representatives on the Senior Gas Officers' Joint Council and representatives from six districts—was both useful and encouraging. The panel discussed a wide range of subjects, including the holding of ballots under Clause IIa of the Constitution, appeals machinery, sick pay and holiday provisions, the formulation of salary scales, cost of living increases, and the setting up of area joint councils. There was an exchange of ideas and information which will not only help the NALGO representatives on the Joint Council in their efforts on behalf of senior gas members, but will provide the members of the panel with a wider knowledge invaluable in approaching outstanding problems.

National Joint Council

Meeting on March 6, the staff side's conditions of service committee discussed amendments to the holiday agreement, reduced purchasing rates for staff, motor car allowances, special scales for shorthand typists and machine operators, and appeals of employees under 26 years of age. Later, at a meeting of the full staff side, non-payment of the recent increases to staff receiving personal salaries, payment for overtime, call-up of employees, subsistence allowances, appointment of juniors, application of salary awards to officers approaching pensionable age, reservists called up for training, and London weighting, were among the questions considered.

Meetings of the National Joint Council have been arranged for March 26, June 25 (annual general meeting and ordinary meeting), September 24, and November 26.

LOCAL GOVERNMENT

Charter terms binding on local authorities

THAT the "Charter" is binding upon all local authorities has been made clear, more precisely than ever before, in a recent award of the Industrial Disputes Tribunal.

The award was made upon a case reported by NALGO as an "issue" under part 2 of the Industrial Disputes Order—the first case, incidentally, to be taken by the Association to the new Tribunal as an "issue" rather than as a dispute. The issue was whether Newcastle-upon-Tyne Corporation should apply Charter conditions to the superintendent and matron of a residential establishment.

In its award, the Tribunal decided that the Corporation "should observe recognised terms and conditions of employment" in respect of the superintendent and matron, and that "the recognised terms and conditions of employment are those embodied in the Scheme of Conditions of Service of the National Joint Council for Local Authorities' Administrative, Professional, Technical, and Clerical Services . . ."

Most authorities comply

Strictly speaking, the terms of the Charter are recommendations only, and the National Joint Council has no power to compel a local authority to apply them. In practice, most authorities, having accepted the principles of joint negotiation, have done so. But a few have refused to adopt one or other recommendation. This latest decision means that, if necessary, all can be required to observe the recommendations of the Charter, and to apply them to *all* their officers coming within its scope.

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Free, happy staffs the key to good service, gas industry told

THE GAS INDUSTRY has long set an example of service to its consumers. That this fine tradition is being maintained and, indeed, strengthened under nationalisation, was made clear at the Gas Council's first service conference, held in London last month.

More than 2,000 delegates attended some or all of the twelve sessions, each devoted to an aspect of "personal service to the public." The tone was set by COL. H. C. SMITH, chairman of the Gas Council, in his opening address.

Service, he said, meant courteous and prompt attention to the customer, by letter, by 'phone, or face to face—"not the sort of offhand or 'official' service that makes the consumer feel that he is dealing with a soulless bureaucratic organisation and that he is only a number in its books, but the prompt willing attention that suggests to him that his business is our chief concern at the moment and that we are ready to do our utmost to help and satisfy him. Officials and forms have multiplied, and the public resents both. The gas industry should strive to keep its transactions on as personal a basis as possible and to render its services with a minimum of red tape."

'Expansionist salesmen" wanted

Most of the following sessions underlined these fundamental principles, all applicable to every other public service. Points made included :

Telephone technique : Staff dealing with consumers by telephone need specialised training, including teaching and practice on how to speak on the telephone, what questions to ask, and so on.—DR. A. F. HETHERINGTON, divisional manager, North Thames Gas Board.

Salesmanship : As soon as conditions improve, the industry will need hundreds, perhaps thousands, of salesmen with an expansionist outlook. This is not the kind of work that the mere order-taker can do. It needs men and women who can sell an idea—the idea that the home would be much more pleasant, comfortable, and easy to run if gas were used for this and that purpose.—D. R. GRIFFITHS, Director, Incorporated Sales Managers' Association.

Consumer service : The gas industry cannot prosper unless it continually improves its service to the ten million women who use nearly three-quarters of all the gas made. It now employs over 700 home service advisers. I urge boards to employ many more and to give them more scope and responsibility. The home service adviser must know how to inject colour and showmanship into her demonstrations. She must be skilled in *all* the crafts of home life. Home service does not begin and end with cookery demonstrations. Equally important to the housewife is easy means of having hot water on tap in her home. A housewife washes an acre of dirty dishes and a mile of glass every year, scrubs five miles of floor every year, and washes three miles of clothes. She needs hot water about 60 times a day. Each of 15 million men has to shave daily about 25,000 hairs off 48 square inches on his face. It would be appropriate for home service advisers to put on a demonstration on why men should get a good shave and how to get it.—EILEEN MURPHY, home service officer, the Gas Council.

Creating the team spirit

Films : Films can be used as a means of providing good internal relations and industrial morale. With an industry such as yours, whose employees are so varied and so widely scattered over the country, this is a real problem . . . The creation of a sense of common purpose and team spirit among a large body of workers is perhaps an intangible thing, but it has profound results. Writing of "Ingot Pictorial," the quarterly film gazette of the Richard Thomas and Baldwin organisation, HOWARD MARSHALL says : "in the battle for production, the maximum contribution will be made by those who know exactly their part in the total production plan. Only with this knowledge and the consequent sense of participation can every employee understand and accept his individual responsibility. This kind of internal relations film shows us the other fellow on the job and where his contribution fits in with ours. It records achievement and induces a sense of pride and loyalty. It introduces us, as no other medium could, to our chief executives and enables us to hear from their own lips their plans for our future." —FRANK A. HOARE, chairman, Association of Specialised Film Producers.

Training—for women, too : In our industry, the first contact with the outside world is made by the meter collectors, the fitters and the district representatives, and then the people in the showrooms—not only the sales assistants, but the clerks who deal with the accounts . . . It is essential that they not only know their stuff, but are people who make a good impression on the public. But natural qualities are not enough ; there must also be training. We cannot afford to let the junior ranks on the sales and service side pick up knowledge as they go—in fact, learn on the customer.

There should be adequate incentives for training and qualification—for women as well as men. I have met many women in the industry who have worked for 20 years or more and who feel that they are never going to get any further. There is obviously a much better reaction to the public from employees who are happy and feel that they have a chance of fulfilment and success. This is something which the gas industry has got to face up to sooner or later—or accept that other industries and professions will get all the best women.—DAME VERA LAUGHTON MATTHEWS, adviser on women's affairs to the Gas Council.

Some of the papers aroused lively debate. Mr. Griffiths, for example, suggested that a man could be trained to become a highly efficient technical salesman in three months. When challenged by the sales technicians on this claim, he refused to give way—though he admitted that the man to be trained must be of the right type, of school certificate standard with distinctions in chemistry, physics and mathematics.

Dangers of monopoly

RICHARD LAW, M.P., a self-confessed opponent of nationalisation, suggested that one of the biggest problems was how to guard against the dangers of monopoly—the concentration of power in too few hands, the stifling of competition, and the risk of hampering progress and development. For example, whilst bulk purchase might lead to economies, it put the manufacturer whose appliance was chosen at the mercy of the authority, and it denied manufacturers whose appliances were rejected—possibly on a faulty judgment—access to the market. It might set too high standards of finish, safety, or performance. Perfection could be achieved at a cost—but might not the cost be too high in present circumstances?

In the last paper, D. P. WELMAN, chairman of the North Western Gas Board, returned to the warning against bureaucratic administration "designed to ensure that human frailty cannot mar the day-to-day working of the organisation." Instead, they wanted the rationalistic approach, based on the principle that a man could give of his best only if he was able to work unfettered by petty rules of procedure and in full knowledge of his direct personal responsibility.

"We must," he urged, "avoid like the plague anything that suggests a soulless administration based upon forms and returns, and concentrate on the creation of a live organisation based on the appreciation of the willing efforts of living human beings with normal hopes and aspirations and with normal human failings."

Readers' Forum

IS NALGO TOO BIG ?

"Autonomous sub-unions" urged

NALGO's membership has risen to 212,158, but is the jubilation expressed in the March "L.G.S." justified ? Many examples of successful intervention in disputes may be found in the archives of the youthful, energetic NALGO of yesteryear, but, more recently, we have only failures or partial successes to record : the Charter—a pain in the neck to all but juniors ; £50 increases a year ago when 20 per cent all round was confidently claimed ; London and provincial "weighting" dragging on month after month ; and now "stiff opposition" from the employers on cost-of-living increases. Yet the much smaller association of chief officers can negotiate substantial increases, and widen still further the salary gap between chiefs and the rank and file.

I suggest that NALGO should divide into three autonomous sub-unions for local government, the public utilities, and the health services. To preserve some unity of approach to common problems and the ancillaries, the three might be linked by a parent organisation derived from the existing NALGO nucleus.

Fulham Branch. C. L. LINDLEY

Members who recall conditions in the service in 1939—when "salaries" of £10 a year for typists were not unknown, and £100 was a maximum for many officers—will hardly agree that we "have only failures or partial successes" to record today.

PUBLIC SERVICE EFFICIENCY

"Association should fight cuts"

IN YOUR enthusiasm for increasing efficiency, and thereby the "output" of the public services, as the only basis for improved conditions for public servants, you overlook the fact that, in most of the social services, output does not depend on efficiency. It depends on the resources which the Government—and, subject to it, the local authorities—is prepared to devote to those services. Were officials in the health service to work themselves to the bone for twelve hours a day and evolve numberless schemes for improving efficiency, they would not produce a single new health centre or hospital if the Government had decided that none was to be built.

The post-war expansion of the health, education, housing, and other social services received its first severe check in 1947, when the "Cripps" capital cuts were imposed. The most recent cuts in education and the national health service have carried the process further. If this continues—and there is a grave danger that it will—many members of NALGO are going to be out of a job, and for many more the prospects of improvement in their service conditions will be jeopardised.

I suggest it is no longer sufficient for NALGO to work for better pay and conditions, and for the improved education and efficiency of its members.

Letters for the May journal must reach the editor, 1, York Gate, Regent's Park, London, N.W.1, not later than Wednesday, April 9.

It must throw the weight of its great influence against cuts in the services its members provide, and concern itself with the *quantity*, as well as the quality, of those services. The teachers' organisations are campaigning against the recent cuts in education ; doctors are protesting against reductions in the national health service. Surely NALGO should also take a stand in defence of these and the other social services which are threatened ? In doing so, we should not merely be defending our own interests, but helping all those whose health and happiness depend on the maintenance of these services.

Town Hall, Ealing, W.5. R. SIMON

WIDOW'S PENSION

Medical test handicap

THE POINT made by "A Member" in the February "L.G.S.," that a man may feel that the prospect of a higher pension is not worth the risk that his widow might be left without a pension should he die before retirement, is of wider importance than the writer suggests.

Many officers, having reached the age of 60, with 40 years' service, are entitled to a pension, but may wish to continue their employment because (a) the pension is inadequate, or (b) they want to continue work in the public interest.

The 1937 Act is most unfair to an officer who decides to do this. He may be able, at 60, to pass the medical test so that he can allocate part of his pension to his widow, but his physical condition may deteriorate so that, later, he would be prevented from making provision for his widow.

The State pension scheme for widows contains no such penal clause, and paragraph 39 of the report of the Committee on Higher Civil Service Remuneration (CMD 7635) February, 1949, reads :

"The arrangement whereby a civil servant may allocate part of his own pension to his wife or another dependant but only if he is able to pass a fairly severe medical examination shortly before retirement *is in our opinion thoroughly bad.*"

Perhaps NALGO will not be able to obtain all the proposed amendments to the Act, but I suggest that the alteration I am advocating would not be opposed.

"INTERESTED"

The point has been considered by the Association's negotiators who are seeking agreement on amendments to the Superannuation Act.

Pensioned pioneers' need

THERE IS one class of "Nalgoite" which has been overlooked in the appeal for higher salaries. I refer to the pioneers who struggled to put the 1922 Superannuation Act on the Statute Book. When it was passed, we expected that our pensions would retain their value. Instead, the purchasing power of the pound is now 14s. or less, and the only compensating increase in pensions—obtained in 1947—has been £60, and that reducible if it brings the total income to more than £450. It seems that we are forgotten when the question of cost of living arises.

45, The Avenue, Lewes. Sussex. F. J. CHEVENS

The pensioners have certainly not been forgotten, and NALGO is doing all it can to get increases for them. But it must persuade the Chancellor of the Exchequer and Parliament—and that is even more difficult than persuading employers!

CAR ALLOWANCES

Increase to meet higher tax

THE RECENT Budget increase of 7½d. per gallon on petrol means an increased running cost of *at least* ½d. per mile. Is it too much to hope that the N.J.C. committee concerned could arrive at this conclusion within a month or so—and see that any increase is back-dated to Budget Day ?

Last time several months passed, while out-of-pocket expenses mounted, and when an award was finally made it was not back-dated. It is grossly unfair to the officers concerned to expect them to finance from their own pockets transport, which, after all, is a council liability.

FAIRPLAY

This point was to be raised in the local government N.J.C. on March 20—the day after we went to press.

CLOSED SHOP

"Our vital concern"

THE National Executive Council justifies its negative attitude to the "closed shop" by saying that employers can legally enforce it; it is a political question; and it is a matter of policy.

I contend that this is not a matter of politics on which NALGO should be silent. As a trade union, we represent the majority of local authority employees who may be affected. Of course it is a

latter of policy, but, since it vitally oncerns our conditions of service, it is diculous to suggest that we should not ate our opinion. We have the fine lead the British Medical Association and the ational Union of Teachers to follow, and ilure to state our views forcibly will be terpreted as tacit support for the urham county council and the other 29 thorities already operating the closed op.

own Hall,
xford. J. CONSTABLE

PPEALS PROVISIONS

Support victimisation"

HEN THIS authority reviewed laries recently, officers were regraded in ery department but the public health partment. The council had ignored the anch recommendations and accepted ose made by the chief officers. The iff of the public health department shed to appeal, but were advised that ey had no right of appeal since no vards had been made.

This is fantastic. All any authority has do is to refuse regradings, and staff nnot appeal. As at present interpreted, erefore, paragraph 39 of the Charter pports victimisation and should be nended.

FOUR AND SIXPENCE A MONTH"

ITNESSING FORMS

Should not shirk opportunity"

HE N.E.C. service conditions comttee should reconsider its attitude to the ter from the Portsmouth branch sugsting that local government officers ould be included among those authord to sign Ministry of Pensions forms d similar documents. It is not a quesn of prestige, but of common humanity. we can do anything to help the aged or firm we should not shirk the oppority.

2, Calder Avenue,
Kirkhill, Whitehaven. DANIEL HAY

ANITARY INSPECTORS

Sacrificed minority"

OU COMPLAIN that at Douglas, e of Man, 84 sanitary inspectors applied a post which was advertised on a le not in accordance with the Charter. am not aware of any steps taken by LGO to advise members not to apply this post. Can any man for whom Association has negotiated a maximum ary of £575 be blamed for applying for ost at £595 rising to £660 ?

NALGO must take positive action to edy the injustices which it has foisted on its minorities and so strengthen its ty. If it is unwilling to do this, it not complain if those minorities see er means of protecting their interests—h as the formation of a Metropolitan icers' Association. Had such an orisation existed in 1945, salaries and ditions for officers in the Greater ndon area would be better than they are ay.

n Hall,
ddlesex. ERNEST S. POWER

LONDON PROBLEMS

Zone weighting "nonsense"

ON BEHALF of the Acton branch, I wish to disagree with any suggestion that the Metropolitan area should be divided into two "weighting" zones.

It is nonsense for "Dum Spiro, Spero" (March "L.G.S.") to suggest that the officers employed by local authorities in outer London live locally; the housing situation prevents this, and will do so for many years to come. At Acton, relegated by him to the outer zone, few officers live locally, while many are involved in daily journeys as long as, or longer than, those undertaken by officers living in the suburbs and working in the Metropolitan boroughs. Some live as far afield as Bexley in Kent, Stepney, Tooting, Golders Green, Uxbridge, Surbiton, Morden, Finchley, and many other places from seven to twelve miles away. This position probably applies throughout the so-called outer zone. Rents and rates are uniformly high, lunches out cost as much in Harrow as in Holborn, and where can you get cheap coal and entertainment ?

This idea of two zones is not based on facts, but is as sure a way of further confusing the issue of increased "weighting" as any that has yet been devised by the employers, and its adoption by NALGO as policy would cause a split in the Metropolitan ranks.

H. H. BRIGHT
Acton Branch. Honorary Secretary.

Message of Loyalty to the Queen

At its meeting on March 15, the National Executive Council adopted unanimously the following resolution, which has been sent to the Queen:

"That this National Executive Council of the National Association of Local Government Officers, speaking in the name of more than 212,000 public service officials in England, Scotland, and Wales, acclaims the accession to the Throne of Her Majesty Queen Elizabeth, pledges its loyal allegiance to the Crown, and assures Her Majesty of the determination of its members always to serve her, and her subjects, with loyalty, integrity, and devotion."

Make "weighting" general

THE ZONING policy for "weighting" allowances advocated by "Dum Spiro, Spero" in March is the wrong approach, putting both officers and local authorities at a disadvantage. The officer within the zone cannot apply for a job outside, since he would lose his "weighting," and the authority outside cannot hope to get applications from within the zone. The best example of the cock-eyed system is at Dartford, Kent, where the borough (outside the area) pays no allowance, and the rural district (part of which is in greater London) pays the allowance.

I hold to the view which I expressed in February, that all officers in the country should be eligible for a "weighting" allowance if their expenses are similar.

47, Leonard Avenue,
Swanscombe, Greenhithe, Kent. L. L. HIBBIN

Higher fares a "savage" blow

ONCE AGAIN, the London local government officer receives a savage blow to his slender income. On many journeys the 1½d. fare has risen to 3d. and the 6½d. fare to 9d. with the result that most officers have to pay an extra £12 or more a year for fares.

Does the N.J.C. realise that many London local government officers are forced by the housing situation to travel long distances by public transport, at their own cost in time and money, to serve the public ? If it does, perhaps we shall hear more about some extra London "weighting" before the London officer decides to join the ranks of those who are more alive to his living needs.

70, Mount Nod Road,
S.W.16. R. G. WEEDON

London autonomy the answer ?

SEVERAL letters in the March "L.G.S." touched on London autonomy, and undoubtedly there is widespread Metropolitan interest in this subject. What would it mean ?

First, many London local government officers are aggrieved that, when the Charter came into force, they gave up better conditions, such as annual leave and, in some cases, salary scales. They assumed that the special needs of London's officers would be recognised. They have not been. To take the most glaring example, the present London "weighting" is totally inadequate.

Second, the City Corporation and the London County Council—both of which have staff organisations outside NALGO—pay salaries on higher scales than those paid to the staffs of the 28 Metropolitan boroughs, whose work, qualifications, and expenses, are much the same.

How have the City of London and L.C.C. staffs, acting on their own, attained such success ? One reason is that each has to deal with only one employer, whereas NALGO must negotiate with the employers' side of the N.J.C. which represents hundreds of local authorities. As a result, the case for London "weighting" must be argued by staff side representatives, few of whom are Londoners with first-hand knowledge of the finer points of the claim, before employers' representatives drawn from various parts of England and Wales, many of them with no knowledge of living conditions in London.

Metropolitan staffs might do better were they able to present their claims to a body representing their 28 authorities, such as the Metropolitan Boroughs' Standing Joint Committee.

London autonomy need not imply a "break-away" from NALGO. It would mean, rather, that we recognise that special conditions merit special treatment.

"DUM SPIRO, SPERO"

Headquarters' announcements

Building Society leads again

ONCE AGAIN, the NALGO Building Society is able to offer better terms to its borrowers than any other Society in Britain. Since the Budget, it is understood, all other Societies have increased their mortgage interest rates to 4½ per cent. The rates charged by the NALGO Building Society to owner-occupiers remain at 4 per cent, and the Committee of Management hopes to keep them at this figure. Whether it succeeds must depend primarily on the continued flow of investment income, on which the Society pays interest at 2½ per cent, itself bearing tax. Members with savings to invest can, therefore, help their colleagues as well as themselves by investing them in their own Society.

Logomia's good year

REPORTS submitted to the Board of Management last month show that the NALGO Insurance Department, LOGOMIA, had another successful year in 1951.

At the end of the year, the value of the Life Fund exceeded £1,389,700, and the net premium income for the twelve months was £181,863.

During the year Logomia inaugurated, in conjunction with the NALGO Building Society, a new "Home Safeguard" scheme to assist members buying houses. A small addition to the monthly mortgage repayment covers the balance outstanding under the mortgage if the borrower dies before completing repayment.

Since January, premium rates of all new non-profit life assurances have been reduced by 2s. per cent per annum, except for "Hedge your Mortgage" policies, where the reduction varies.

In the Fire Department, notwithstanding several heavy losses—including one fire which resulted in the death of the insured—claims experience has been relatively light at 23.7 per cent of the net premium income of £40,065.

Provident Society meets heavy claims

THE NALGO Provident Society met more sickness claims last year than ever before, its Committee of Management will be told this month. Of the 16,187 members of the sickness scheme, claims were received from 3,434, approximately 21 per cent., compared with 17 per cent. in the previous year. In addition, 187 members received £1,544 for convalescent home treatment.

The Hospital and Nursing Home Scheme paid £5,039 in benefits to members.

Pass books for audit

AUDIT of NALGO Provident Society pass books will commence on April 21. Members are asked to send their books, either through their local correspondents or direct to Headquarters, in accordance with the following programme: Metropolitan, April 21 to May 10; Scotland, Eastern, North Eastern, and South Western, May 12 to May 31; North Western and North Wales, June 3 to June 14; East Midland, West Midland, and Yorkshire, June 23 to July 12; Southern, South Eastern, and South Wales, July 14 to July 26.

Members of the NALGO Building Society who have not already been asked to send their pass books for audit should do so now.

NALGO holiday guide

COPIES of the NALGO holiday guide are available from branch secretaries, or direct from Headquarters, price 10d. (post free).

Continental holidays

AT THE time of going to press, vacancies available for holidays abroad were:

By air (2 weeks)	Departure date	Cost	Vacancies
Nice and Beaulieu (1 week each)	May 24	£37	5
Biarritz	May 24	£34	3
San Sebastian	June 8	£31	1
Gothenburg and Molle (1 week each)	June 21	£42	10
Dinard	June 29	£25 15s.	3
Copenhagen	July 19	£37 15s.	3
Paris	July 20	£22	11
Montreux	July 20	£37	9
Interlaken	Aug. 17	£37	8
Black Forest and Heidelberg (week each)	Aug. 23	£33	2
Lugano and Lucerne (1 week each)	Aug. 24	£38 10s.	1
Salzburg	Sept. 6	£39	9
By train (2 weeks)			
Mentone	July 6	£32	15
Neuchatel	Aug. 3	£25 10s.	2
Brienz	Aug. 24	£29 10s.	11

More of a good thing!

POST OFFICE AND TRUSTEE SAVINGS BANKS WILL NOW ACCEPT UP TO

£3,000 on deposit

You can now have an extra £1,000 in your Post Office or Trustee Savings Bank accounts making up to £3,000 in each, subject to an annual limit of £500. There is no investment safer or more convenient. And you can be certain that good interest of 2½% will be added each year.

An increase of £1,000!

ISSUED BY THE NATIONAL SAVINGS COMMITTEE

"ABINGDON" WRITES HIS NALGO

DIARY

ONCE A YEAR, for the past eight years, Harrow urban district council has taken its ratepayers into its confidence, meeting them, telling them what it has done, is doing, and wants to do, and inviting their comments, criticisms and suggestions. The latest conference, held in February, maintained the success of its predecessors. For two days, more than 600 people—all delegates from local organisations—plus 200 spectators, listened to lectures on planning and local government, challenged the council in a brains trust, aired their grievances and—occasionally—tossed it a bouquet.

The council told the delegates what it had done about forty-seven suggestions made at the previous conference, and the delegates provided a few more for the council to consider during the coming year. Four exhibition screens displayed some of the council's activities and answered many of the "what, where and when" questions of previous years.

If only more local authorities undertook public relations work of this kind, we might hear less criticism of "them" and see more co-operation by "us."

Aid for the gallery

ANOTHER GOOD EXAMPLE of municipal P.R. reaches me from Lambeth. For some time, this enterprising Metropolitan borough—one of the first to appoint a full-time P.R.O.—has encouraged ratepayers to attend its meetings. Now it has got out for them a well-written document which, after welcoming the visitor to the council chamber, shows him where each councillor and officer sits and explains those points of procedure which often puzzle the layman. I like especially a paragraph about the officers which, after explaining that they do not take part in discussion, adds:

"Their main contribution has been behind the scenes. They . . . deal with nearly 400 letters and 1,500 personal or telephone inquiries a day. They have prepared the reports on which committees' recommendations are based, and they have the job of translating the council's decisions into action."

Prophets with honour

LIKE THE EARLIER reports of the NALGO Reconstruction Committee, the report of the NALGO-Manchester University research panel on "The Scope for Enterprise in Local Government" is winning international renown. Latest example comes from "The American City," the handsome and weighty United States journal of civic affairs, which devoted a page and a half of its February issue to the report, and reproduced our January cover, drawn by JACK CARVER. Its many suggestions for developing municipal services demonstrate, the journal comments, the similarity of local government problems in Britain and the United States, and how much municipal officers in various parts of the world can learn from each other.

Verhandlungsmachinerie

IT IS OFTEN DIFFICULT enough to explain NALGO'S constitution, working, and negotiating machinery to a non-member or new member at home. But how explain it to a visitor from Germany?

That was the problem facing Barking branch recently, when it decided to entertain for an evening six Germans who, under the auspices of the Foreign Office, have been studying local government in Barking. Undaunted, the branch prepared a document describing the Association, its work, and its place in local government, and had it translated into excellent German. The guests, entertained by ten members of the executive, found the evening as instructive as it was enjoyable—and went away eager to adapt at least one NALGO achievement to their own needs. That was London weighting.

The story of the local health services was effectively told at the Harrow delegate conference.

Eastern health school—

AT THE REQUEST of its health service members, the Eastern district committee is planning a weekend school for them at Downing College, Cambridge, from June 27 to 29. It is hoped to get speakers from the Ministry of Health and from hospital authorities. Inclusive cost will be around £3 5s., and details may be had from E. G. LEES, County Hall, Hertford.

—and a health branch "century"

CONGRATULATIONS to Reading and district health service branch which, launched in 1949, has just celebrated its recruitment of 100 members by electing an executive committee.

New N.E.C. member

I WELCOME to the N.E.C. P. W. ENGLISH, deputy chief sanitary inspector at Ilford, elected by the Metropolitan district to fill the vacancy created by the resignation last December of W. PITT STEELE.

Mr. English has been a member of NALGO for 28 years, and of the district committee since 1941, was chairman of his branch for 11 years, and has been its president since 1947. He has been a member of the North Metropolitan Whitley Council since its formation, and leader of the staff side since 1946.

New Year honours

I HEAR OF yet another member whose name appeared in the New Year Honours. He is T. A. FRASER, staff officer of the London Electricity Board, who was awarded the M.B.E.

B. & O. Fund gifts

RECENT branch donations to the Benevolent & Orphan Fund—mostly the proceeds of raffles, sweepstakes, draws, dances, and similar activities—include £86 from Rochdale, £50 from Derby, £42 from Sale, £41 from Leigh (Lancs), £32 from Newcastle-under-Lyme and £10 from Sheffield.

Retirement

MY BEST WISHES to E. H. KELL, assistant town clerk, Beverley, who is retiring because of ill health, after 32 years' service. Mr. Kell is a founder member of Beverley and district branch, and a past president.

Obituary

I regret to record the deaths of: GOMER JONES, rating and valuation officer, Llanelly, a member of the Association for 33 years and a founder member and past president of his branch; and W. H. WALTON, housing manager, Rowley Regis, a member of the Association for 43 years and also a founder member and past president of his branch.

MY BOOKSHELF

by LAURENCE WELSH

ALL WHO live in towns today and have some share in their management will relish SIR WILLIAM SAVAGE'S **The Making of our Towns** (Eyre & Spottiswoode, 21s.). The author was a distinguished medical officer of health and he writes with an appreciation of modern "developed local government and civic achievement."

"When we attend a civic banquet," he writes, "we may feel some pomposity is there, we may be irritated by a faulty use of the English tongue, but we must be indeed dull if we fail to catch the spirit of intense local pride in *their* town which animates the speeches and directs the activities of the council."

Sir William's purpose is to show why towns grew up where and how they have; the complex of economic, military, and political forces which have given them their modern physical and constitutional shape; and the quality of the social life which has flourished in them through the ages.

The vivid interest of the topic triumphs over the author's pedestrian way of narrating it. He tells, for instance, of a sixteenth century town council which fixed the price of bread below what the guild of bakers thought right; when the bakers refused to bake, the council cancelled their charter and gave the citizenry leave to make bread for themselves and to market their surplus. This battle for the just price ended in a full victory for the council. Measures against dishonest traders included imprisonment and the pillory; this, remarks the author, is on modern lines "except that a fine replaces the pillory, possibly with some loss." A medieval mayor of Leicester had a yearly allowance of £10, but had to lay out 40s. on a feast, and 40s. on wages for his sergeant and the same for his clerk. Small wonder that service in such offices had to be made obligatory; in the Cinque Ports, a citizen who refused to serve had his house pulled down or barred against him till he acquiesced. By such stories, linked with more sober narrative, the author has built up a picture of bygone ways of life which are yet often surprisingly up-to-date or which show how our modern pattern of life came into being.

Measuring staff qualities

When the National Joint Council surveyed the local government service a few years ago, it found that just over half the authorities participating in the inquiry had adopted a system of annual reports. Yet when the Council framed the National Charter in 1946, it said emphatically that, without these reports, the selection, disposition, and promotion of staff must be haphazard; this view has never been seriously contested, yet the topic receives little notice, at any rate publicly. How many authorities operate a system now; what are the systems; do they work well; are the staff content that justice is being done? No one has made it his business to find and publish the answers to such vital questions.

Annual reports have been fully established in the civil service since 1922 and the merits and demerits of the various departmental systems have been freely debated. The Institute of Public Administration has just published a new survey, **Staff Reporting,** by ISABEL E. P. MENZIES and E. ANSTEY, price 10s. 6d., from which local government officers may learn much. But the main moral they will draw is that some authoritative body ought to do a similar job in their own service and set out exactly what is being done and where it needs improvement or expansion.

Other books received

(The asterisks indicate the interest of the book's contents for NALGO *readers, not necessarily its qualities. One asterisk means that it has some interest, two that it has considerable interest, and three that it is strongly recommended.)*

Handbook of Child Law, by JOHN STEVENSON and LAURENCE HAGUE. Pitman. 40s.

***Committee Procedure,** by KAY GILMOUR. Methuen. 3s. 6d.

***The Fundamentals of Library Classification,** by BERNARD I. PALMER and A. J. WELLS. Allen & Unwin. 8s. 6d.

Brighton and Hove (Illustrated Guide). Crabtree Press, Brighton, 1s. (3d. post free to readers of "L.G.S.")

No. 17 Fleet Street—"Prince Henry's Room." London County Council. 6d.

Biology in the Secondary Modern School by FRANK TYRER. British Social Biology Council. 1s.

***Facts, Files and Action** by J. EDWIN HOLMSTROM. Chapman and Hall. 36s.

***Dairy Law, Sum and Substance,** by A. L. BARTON. Charles Griffin & Co. Ltd. 7s. 6d.

Commercial Geography by STANLEY HALL. Pitman. 15s.

At Random

by 'HYPERION'

No pensions

So long as a man likes the splashing of a fish, he is a poet; but when he knows that the splash is nothing but the chase of the weak by the strong, he is a thinker; but when he does not understand what sense there is in the chase, or what use in the equilibrium which results from destruction, he is become as silly and dull as he was when a child. And the more he knows and thinks, the sillier he becomes. —*Chekhov.*

Chacun à son métier

The principal psychologist quoted the case of a nine-year-old boy who ran amok with a hatchet in his family, saying "There are far too many bairns here." She shewed how by psychological treatment he became completely adjusted and several years later he was working with a guillotine in a printer's establishment.—*Scottish Newspaper.*

Local government postbag

I am sorry to worry you again but my health also my husband is at stake.

Just try it

"Nursing the sick is a vacation."—*Schoolgirl's Essay.*

Never before?

He had been a recorder of Bournemouth and Southampton, and was made a judge and benighted in 1928.

For better or worse

The line about women being the partners of our joys and sorrows is all fudge. Who can stand them traipsing after one round the links? Who wants them cluttering up a card-room? Who would be seen with them at a prize fight? Women are the partners of men's sorrows, and jolly lucky to be that.—*James Agate.*

Parables for today

"After all, one has freedom of will," said the mouse. "Of course, one can always choose the trap," said the cat, as he sprang.

"Full speed ahead!"
"*But there's an iceberg ahead.*"
"Full speed astern."
"*But there's an iceberg astern.*"
"Then full speed sideways."

We know

My old friend and master, Robert Morant—the greatest public servant, in my judgment, that our age has known, once said to me: "If we could put everybody to sleep for six months, and wake them up with a National Health Service all complete, how they would welcome it. But try to do it while they are awake, and how they will kick!"—*G. M. Young.*

No failure

A father of 19 children, eight of whom were cared for by the local authority, was told by the chairman of the juvenile court that he had failed as a father.

The father replied: "I have tried my best."

Scottish notes

by JOHN L. ROBSON

AT THE MEETING of the National Joint Industrial Council on February 29, the staff side submitted its claim for an all-round increase on the salaries paid to officers within the scope of the Council. In support of the claim, emphasis was laid on the continuing rise in the cost of living and features which indicated that the position was likely to worsen during the immediate future. The Council decided to call a special meeting to consider the claim further on April 4.

Other matters considered included:

Retention of staff after retiring age: It was decided that local authorities should be left to deal with individual cases on their merits.

Reservists—additional leave: Having considered a letter from the Scottish Committee of the Council of Territorial and Auxiliary Forces Association, the Council decided to amend its resolution of March 5, 1948, to provide that, instead of one week's additional leave, employees attending training camp should be granted extra leave with pay for the actual period of attendance at the camp, provided it does not exceed 15 days. This revised arrangement will apply so long as employees who are reservists are called up for periods of training up to 15 days.

Conference opposes tying pay to wage index

OPENING the sixth annual Scottish Conference in the Music Hall, Edinburgh, on February 23, BAILIE MACKENZIE said that NALGO's importance in local government affairs had long been recognised, and he was interested to note that the Association now also assumed responsibility for the staffs of the nationalised services. If, he went on, any decisions taken by NALGO could secure that individual merit and ability were given due reward, and that work became fashionable again so that men took pride in doing a fair day's work for a fair day's pay, it would be a major contribution to the life of our hard-driven country.

After J. B. ADAM, **Paisley**, had moved a vote of thanks to Bailie Mackenzie, delegates turned to the first item on the agenda—**Glasgow** local government branch's motion instructing the N.E.C. to make an application as soon as possible for an all-round increase in salaries of not less than 20 per cent and not to agree to a policy of tying salaries to the wage or cost-of-living index. NEIL MCLEAN referred to the 1948 Arbitration proceedings and to last year's salaries campaign, which, he said, the rank and file members had forced on the N.E.C., and opposed the use of the wages index. That index was based on the manual workers' fight: we in the public services should fight for ourselves. Conference agreed, and carried the motion.

Delegates also agreed to the **Midlothian** branch motion, urging the N.E.C. to claim that future salary awards should be retrospective to the date of submission of the application, and to the **Glasgow Health** branch motion, deploring delay in re-grading of all staff in the service.

A motion by **Ross and Cromarty** branch, however, calling for provincial weighting, was opposed by the executive council and lost by 60 votes to 57.

An **Edinburgh** local government branch motion, urging the amalgamation of the Scottish and English Whitley machinery, was carried as amended by a **Perth and Kinross County** amendment to bring all local government staffs within one N.J.C.

Perth Gas branch received some support for its motion calling for affiliation to the Trades Union Congress, but, after vigorous opposition by JOSEPH BAIRD for the executive, and by other speakers, the motion was lost by 68 votes to 60.

Western Area road passenger transport branch was supported in its motion for facilities for study in the transport field, and so was **Glasgow** branch in its request for increased rebates to branches.

Motions on annual leave, Whitley machinery, negotiating machinery for chief officers (passenger transport), public relations, and education policy were all withdrawn. Other casualties were **Edinburgh**'s motions on the "closed shop" and district organisation.

All in all, the Conference was undoubtedly one of the best yet held and I congratulate some of our younger members, particularly from the east and north, whose performances at the microphone promise something good for the future.

Closing the Conference, S. H. BRODIE, who had presided throughout, thanked Edinburgh branch for the excellent arrangements.

T. S.

Education notes

by K. S. CARTER

MORE BRANCHES have notified their intention of awarding scholarships to this year's Oxford summer school, among them Derby, Kent county, Leicester, Nottingham, North Riding, and Mansfield and district. Members of those branches who want to compete should get in touch with their branch education secretaries without delay.

The Paris school is arousing interest, and we are hoping for record numbers at this school and at Oxford.

National health school

An interesting weekend is in store for all officers who join NALGO's first national weekend school on the health service at Harrogate next month.

The programme is being planned to allow members ample opportunity of discussing the problems of co-operation and co-ordination in the health service, and the extent to which the "comprehensive" health service envisaged by the Act of 1946 has been achieved.

An introductory lecture, surveying the achievements and problems of the service, will be given on Friday evening, May 2. On Saturday there will be two lectures in the morning on local authorities and the health service, and in the afternoon, until 4 o'clock, a shorter session will deal with the general practitioner and executive councils. The last two lectures on Sunday morning will be on the hospital service. The afternoon will be devoted to general discussion, and the school will close at teatime.

Tom Bryan Scholarship 1952–53

This scholarship, valued at approximately £120, and a bursary of £75, are being offered by Fircroft College, Bourneville, Birmingham, for full-time study at the college of social science, local and central government, economics, English language and literature, and industrial relations. The offer is open to men only, and the courses are designed mainly for those who left school at 14 or 15 and who want to continue their studies. Fees at the college are £150 a year, including board and residence.

Broadstairs—not so dear!

The secretary of the south-eastern area education committee tells me that entries are rolling in for the weekend school on "Chains of Command" at Broadstairs on April 18–20. Apparently members have not been put off by the unfortunate error in my notes last month stating that the fee would be £11 5s.! It is, of course, £1 15s.

Yorkshire weekend school

The Yorkshire district education subcommittee has booked "Granville Court," Hornsea, for a weekend school for May 24 and 25. Inquiries to B. J. WALPOLE, 66, Sandringham Crescent, Moortown, Leeds.

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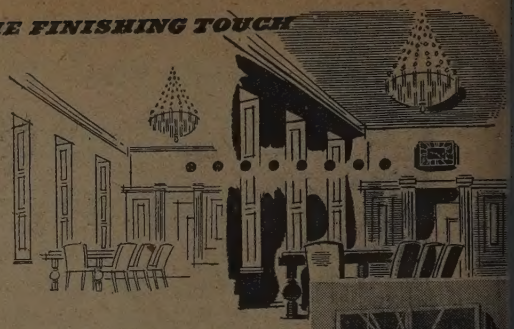

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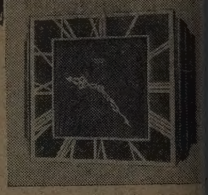

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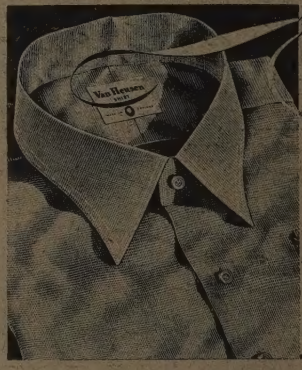

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